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ABSTRACT

A survey questionnaire was mailed to all active Peace Corps Volunteers (PCVs) in the summer of 1975. Based on an internal analysis of the 3,479 respondents (a 66% return), the following findings represent the manner in which PCVs perceive their volunteer experience. Perceived volunteer accomplishments and morale are very high. Volunteers believe they are generally achieving the three Peace Corps goals. Volunteer assessment of four specific program areas (recruitment, training, program development, and program implementation) indicates considerable variations, the most serious problem for most volunteers being their relationships with the host country agencies. Results led to the following recommendations: (1) Program for planned positive impact so that jobs are better developed, sites more carefully chosen, and host country nationals less likely to be replaced, (2) undertake a concerted effort to strengthen the relationship between volunteers and their host country agencies, (3) spend less time providing direct support to volunteers and more time working to be sure that agencies are willing and able to support them, (4) place volunteers only in jobs where adequate supervision by host country agencies is provided and the role of the volunteers clearly understood, (5) provide more specific and accurate preservice information, (6) continue and increase where possible the practice of having trainees live with host country families during training, and (7) carefully review the placement of volunteers who teach English as their primary job. The report includes country-specific data on volunteer achievement and selected areas of programing. The questionnaire and raw scores are appended. (WL)

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THE VOLUNTEERS SPEAK:

A WORLD-WIDE SURVEY OF PEACE CORPS VOLUNTEERS

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FOREWORD

In dismissing the advice of a body of students, the President of a large research-oriented university recently said that it would be possible for the university to exist without students but not without an administration. Peace Corps Volunteers are not about to let anyone say that Peace Corps could exist without them. By taking the time to fill out nearly 3500 questionnaires and by writing hundreds of letters, volunteers have shown that they will do their part to make the Agency even more responsive to the task at hand.

This report is the result of extensive analysis of what the volunteers had to say about their experience. It should be of interest to people at all levels of the Agency. It provides data on issues of a policy nature as well as on the strengths and weaknesses of programs in specific countries.

The impetus for this study came from Mr. Michael Sotirhos and the members of the President's National Voluntary Services Advisory Council. Invaluable supporting assistance was provided by Alan Yockey. Special thanks is extended to Liz Prestridge and Vartkes Yeghiayan, who saved it from failure at critical points, as well as to all others who contributed to making it possible -- especially the Peace Corps Volunteers and staff.

Richard Costanzo
Project Leader

EXECUTIVE SUMMARY

Under the auspices of the President's National Voluntary Services Advisory Council, a survey questionnaire was mailed to all active Peace Corps Volunteers (PCVs) in the summer of 1975. Based on an internal analysis of the 3479 respondents (a 66% return rate), the following findings represent the manner in which the PCVs perceive their volunteer experience.

Major Findings

Perceived volunteer accomplishments and morale are very high. The great majority of volunteers believe they are generally achieving the three Peace Corps goals as illustrated by the following:

- 67% of the respondents feel their job is very useful, and cumulatively 90% feel they are at least moderately useful.
- Only 39% feel positively about their effectiveness in transferring skills to host country nationals and 32% feel they could be replaced by host country nationals on their job without much difficulty.
- The cross-cultural aspects of Peace Corps service were rated very highly. Seventy-six percent of the responding volunteers believe nationals feel generally positive toward them and 83% of the volunteers feel positive toward the nationals.
- Eighty-seven percent of the respondents are positive about their feelings toward the Peace Corps.

Volunteer assessment of four specific program areas indicates considerable variations. A most serious problem for most volunteers is their relationships with the host country agencies with which they work. The most notable points in the respective areas are:

1. Recruitment:

   . Primary reasons for volunteering include adventure/travel/interest in other cultures (50%) and desire to help others (26%).

   . A big complaint leveled at recruitment is the accuracy of pre-service information (only 36.8% positive response).

2. Training:

   . The overall positive rating given the language training component was 60%, cross-cultural 39% and technical 37%.

   . Only 25% of the volunteers received some in-servic training that could be considered as a continuing process occurring throughout their volunteer experience.

3. Program Development:

   . Sixty percent of the volunteers feel positive about the amount of structure in their jobs and 66% have never changed either their job or their site.

   . Fewer than 45% of the volunteers feel positively about the site selection process and their job descriptions.

4. Program Implementation:

   . Medical support received the highest rating from volunteers (72% positive response).

   . "Adequacy of job supervision by host country agencies" was given only 29% positive response.

   . Job supervision and support were poorly rated by the volunteers with 41% feeling positive about Peace Corps staff support and 29% feeling positive about job supervision provided by the host country agency.

There are indications that Peace Corps staff efforts aimed at improving the relationships between volunteers and their agencies, even at the cost of less direct staff support of volunteers, would increase the level of volunteer accomplishment. An analysis of the factors relating to the volunteers' perceived goal accomplishment also revealed that:

- Job performance is related to the level of support a volunteer receives from his host country agency, but not the amount of direct support he receives from Peace Corps staff.

- Volunteer satisfaction with the support they received from their host country agency is also related to how positively they feel about their relationships with host country nationals.

- No simple relationship exists between the amount of pre-service training received and volunteer achievement.

- Volunteers who have lived with a host country family during training tend to be slightly more successful in their jobs, get along better with host country people, and are slightly better adjusted psychologically.

- No significant differences in job performance or relations with host country nationals exist between people with structured and those with unstructured jobs.

- General volunteer satisfaction with Peace Corps is slightly related to the amount of contact between Peace Corps staff and the volunteers.

- Satisfaction with job performance and feeling positively about host country nationals is related to psychological well-being.

An examination of five specific issues dealing with volunteer extension and early termination, urban and rural volunteers, specialists versus generalists, post-service concerns and relative job performance showed the following:

- Extendees and those definitely planning to extend have better scores on all measures of accomplishment than those who only plan to finish their two years.

- Volunteers thinking about terminating early tend to rate their job usefulness and ability to get along with host country nationals below the levels of other volunteers.

- Rural volunteers are no different than urban PCVs in their perceptions of job performance.

- Specialists and generalists get along equally well with host country nationals while specialists indicate slightly higher job performance in the sectors of education, urban development and public works.

- There is little difference in rates of extension and plans for early termination between generalists and specialists.

- Ninety-four percent of the respondents felt Peace Corps should increase post-service support.

- Volunteers in teacher training/university education and professional health services rank their usefulness in promoting national development and how well they get along with host country nationals higher than volunteers in other jobs. Those teaching English as their primary job perceive themselves to be less effective in these respects.

Recommendations

Based on these results, the following recommendations appear in order.

- Program for planned positive impact so that jobs are better developed, sites more carefully chosen and host country nationals less likely to be replaced.

- Undertake a concerted effort to strengthen the relationships between volunteers and their host country agencies.

- Spend less time providing direct support to volunteers and more time working to be sure that agencies are willing and able to support them.

- Place volunteers only in jobs where adequate supervision by host country agencies is provided and the role of the volunteers clearly understood.

- Provide more specific and accurate pre-service information.

- Continue and increase where possible the practice of having trainees live with host country families during training.

- Carefully review the placement of volunteers who teach English as their primary job.

Country-specific data on volunteer achievement and selected areas of programming are contained in Section V and Appendix B of the report.

INTRODUCTION

Background

This survey was undertaken by the Evaluation Division of the Office of Policy and Planning (OPP/E) at the request of the President's National Voluntary Services Advisory Council. Questionnaires (see Appendix A) were mailed to every active volunteer in mid-July 1975. By mid-September, 3051 completed questionnaires had been returned. Using the questionnaire data, a series of detailed papers on issues of interest to the Advisory Council was prepared and later used by the Council in preparation of its report to the President. By mid-November, 3479 questionnaires had been received, representing a return from 66% of all volunteers who were active as of two weeks after the questionnaires were mailed. This report is the result of additional analysis on these questionnaires.

Objectives

The report seeks to:

1. Provide information on current volunteer performance and program accomplishments as viewed by volunteers.

2. Determine those factors which are related to volunteer performance.

3. Provide a means for comparison of volunteer accomplishment and program success in as many countries as possible.

Methodology

Several statistical techniques were used in preparation of this report. Many of the tables simply present the percentage of questionnaire respondents who gave a particular answer or set of answers to a particular question. Table I, for example, shows that 6% of respondents said that they would either "definitely" or "maybe" terminate early.

The statistical techniques of Analysis of Variance and Multiple Classification Analysis were used in Section III to test hypotheses about the relationships of various factors to volunteer accomplishment. This type of analysis tested, for example, the hypothesis that volunteers with specialized backgrounds perform better than generalists do.

In Section V, statistical tests were done to see if the average (mean) score on selected variables was significantly different from one country to another. Footnotes are provided which give some information about statistical association and significance.* Complete statistical information is available from OPP/E upon request.

A crucial concern about any survey deals with the accuracy of the data. Thus the question often asked is: "How accurately do the answers given by those who responded (the sample) reflect the answers that would be given if everyone in the population had responded?" While most surveys only cover a random sample of the population, in this instance an attempt was made to give every person of interest the opportunity to answer. A comparison of survey data and official Peace Corps statistics indicates that the survey is representative of all active volunteers at the time. According to the survey, the

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*Statistical association means the degree to which one variable is related (correlated) to another variable. An example is the degree to which satisfaction with host country agency support is related to effectiveness in transferring skills to host country nationals. Statistical association may, but does not necessarily, indicate causation. In this study association was measured either by Gamma statistics or by standardized Beta statistics calculated in Multiple Classification Analsis. Statistical significance means the degree of confidence with which we can assume that a statistical association found in the survey (sample) actually exists among all volunteers (the population). If it can be assumed that this survey is a random sample of all volunteers, then the chance that any reported relationship in the survey does not really exist in the population is less than five chances in 1000 ($p < .005$). Significance levels for specific relationships are provided at various points in this report. Statistical significance was tested for this report with chi square statistics and analysis of variance.

average age of the volunteers was 27.3 while official statistics lists the average age as 27.6. Both the official and survey statistics show that 63% of volunteers were male. Other comparisons provided similar results.

SECTION I

PERCEIVED VOLUNTEER ACCOMPLISHMENTS

Peace Corps Volunteers (PCVs) perceive themselves as accomplishing all three of the Peace Corps goals: providing trained manpower, promoting a better understanding of Americans among other people, and promoting a better understanding by Americans of other cultures. This is demonstrated by the very positive responses which volunteers gave to questions on four broad areas measured by the survey: job performance, relations with host country nationals, satisfaction with Peace Corps including plans for extension and termination, and general psychological adjustment. The results, summarized in Table I, indicate a high level of morale and accomplishment.

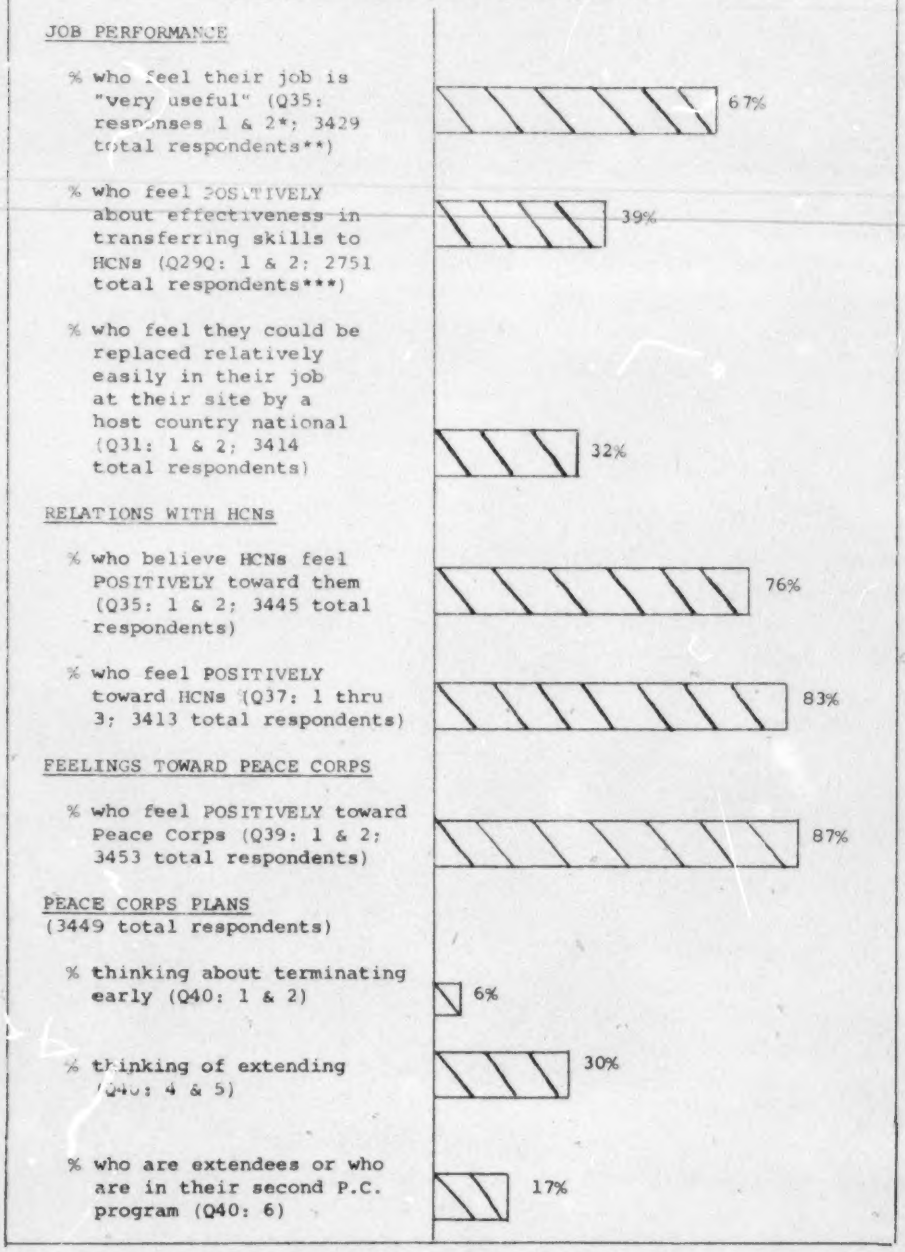
Job Performance

The great majority of volunteers believe they are making positive contributions to the development of the country in which they serve. Sixty-seven percent of the survey respondents said they believed their jobs were "very useful" and cumulatively 90% said their jobs were at least moderately useful. There are, however, some volunteers who are not so satisfied with their job usefulness. Nearly 10% felt that their jobs were "pretty much a waste of time" or were actually having a negative impact.

While the volunteers generally feel that their jobs are important, there is doubt as to the long-term implications which result from their efforts. This is seen in two other questions. First, only 39% felt positively about their effectiveness in transferring skills to host country nationals. This result is tempered by the fact that 728, or 21% of the total respondents, did not feel this question was applicable to them and that many officials within the Peace Corps hierarchy do not believe this to be a primary goal of the program. Second, 32% of the responding volunteers feel either that a qualified host country national is probably unemployed because of the volunteer's presence in the job or that such a national could be found to do the job "without much trouble."

TABLE I

PERCEIVED VOLUNTEER ACCOMPLISHMENTS


JOB PERFORMANCE
% who feel their job is "very useful" (Q35: responses 1 & 2*; 3429 total respondents**)
67%
% who feel POSITIVELY about effectiveness in transferring skills to HCNs (Q29Q: 1 & 2; 2751 total respondents***)
39%
% who feel they could be replaced relatively easily in their job at their site by a host country national (Q31: 1 & 2; 3414 total respondents)
32%
RELATIONS WITH HCNs
% who believe HCNs feel POSITIVELY toward them (Q35: 1 & 2; 3445 total respondents)
76%
% who feel POSITIVELY toward HCNs (Q37: 1 thru 3; 3413 total respondents)
83%
FEELINGS TOWARD PEACE CORPS
% who feel POSITIVELY toward Peace Corps (Q39: 1 & 2; 3453 total respondents)
87%
PEACE CORPS PLANS
(3449 total respondents)
% thinking about terminating early (Q40: 1 & 2)
6%
% thinking of extending (Q40: 4 & 5)
30%
% who are extendees or who are in their second P.C. program (Q40: 6)
17%

* See Appendix A for the exact wording of the question and responses indicated in the parentheses.

** Numbers in parentheses are the total number of respondents who answered the question either positively or negatively.

*** This number is lower than the others because many volunteers (728 or 21% of the total respondents) said this issue was not applicable to them.

Relations with Host Country Nationals

Peace Corps Volunteers are even more positive in their own perceptions of how well Goals 2 and 3 -- the cross-cultural aspect of the program -- are being fulfilled. Volunteers report that they get along extremely well with host country nationals. Seventy-six percent said they believed host country nationals felt mostly positive toward them and 83% said they felt positively toward host country nationals. Only about 4% said they had generally negative feelings about the people with whom they live and work. This emphasizes the supposition that the Peace Corps is much more than a technical assistance organization. The cross-cultural/interpersonal aspects of volunteer service overseas appear to be just as important as those related to Goal 1.

Satisfaction with Peace Corps

Volunteers were also very positive about their general feelings toward Peace Corps. Eighty-seven percent said they felt positively about Peace Corps and only one in 200 said they regretted joining Peace Corps. This very positive response was confirmed by the fact that only 6% said they were thinking of terminating early,[1/] while 30% were thinking of extending and 17% said they either had already extended or were in their second tour of service with the Peace Corps.

[1/] This 6% figure should not be considered to be equivalent to an attrition rate. The survey only included active volunteers, not those who have already terminated. However, there is good evidence that volunteers saying they are thinking of terminating early may actually do so. Official attrition figures for Peace Corps countries were calculated for FY '75 (number of early terminations divided by number of man years). These figures were then compared to the percent of survey respondents in each country saying they were thinking of terminating early. There was a strong correlation ($r = .48$) between the two sets of figures. The correlation was particularly strong for countries with the highest attrition rates and would probably be even stronger if the two sets of figures were for exactly the same time period.

Psychological State of Volunteers

In general it appears that Peace Corps Volunteers are able to cope with the psychological strain of adjusting to different cultures. When compared to a sample of other Americans, the general "psychological well-being" or "adjustment" of volunteers is good. Detailed examination of a ten item measure of psychological well-being used in the survey reveals that Peace Corps Volunteers have a mean score on the psychological well-being index of 4.6.[2/] This compares to a mean score of 4.4 for a sample of Americans residing in the United States. Based on an analysis of the subscales within the index, it may be said that while volunteers may be under slightly greater stress than other Americans, this is more than compensated for by the psychologically rich and stimulating lives they lead.

2/ See Bradburn, N. The Structure of Psychological Well-Being. Chicago: Aldine, 1969. The comparison is with his Wave 1 sample. The Bradburn figures have been transformed so the higher the score, the more positive the average psychological well-being. The samples involved 3236 volunteers and 2726 Americans. The volunteer score is based on an index of Question 38.

SECTION II

VOLUNTEER ASSESSMENT OF KEY PROGRAM AREAS

The survey questionnaire covered key program areas dealing with recruitment, training, program development, and program implementation. While the analysis of the results revealed specific strengths and weaknesses within these general categories, it can be said that PCVs generally view recruitment and program development more positively than training and program implementation.

Recruitment

Profile. The typical volunteer is a 24 year old single male with a college degree and some professional work experience. But actually, a very large number of volunteers in the sample do not fit this mold as can be seen in the following:

Sex

male:	63.1%
female:	36.9%

Age

Range: 20-80

20-25:	60.5%
26-30:	27.8%
30-50:	7.1%
over 50:	4.5%
median	24 years

Education:		
	High School or less	1.1%
	Vocational training	3.0%
	some college	4.9%
	Bachelors degree or more	80.3%
	Ph.D or Professional degree	10.7%

By defining "specialists" as those with high levels of professional education and/or technical experience,[3/] the survey revealed that 58% of PCVs are specialists.

Reasons for Volunteering. Half the respondents to the survey said their primary motivation for volunteering was "adventure/travel/interest in other cultures" and 26% said "desire to help others." When asked what was responsible for their INITIAL interest in Peace Corps, 28% said "articles, books, news reports", 13% said former volunteers, 11% said ACTION ads, and 10% said "other friends or acquaintences." Only 9% said "Peace Corps Recruiter", even though over half the volunteers questioned had had some contact with a recruiter.

Recruitment and Placement. Volunteers who had spoken with a recruiter were overwhelmingly (71.5%) positive about the experience. Volunteers were less favorably inclined, however, toward the processing of their applications. Only 43.1% felt positive about the way it was handled. In terms of the length of time between the submission of the application and notification of acceptance, the results were:

Less than 2 months	2 to 5 months	6 to 9 months	10 to 12 months	over 12 months
11.5%	47.9%	26.1%	7.0%	4.9%

3/ The rating of volunteers into "specialists" and "generalists" was based primarily on their responses to Questions 11 and 12 which pertain to their pre-service educational and work experience (see Appendix A). "Specialists" are those who fall into any one of the following four groups: 1) those who gave responses 5, 6, or 8 to Question 12,; 2) those who gave responses 8, 10, or 11 to Question 11; 3) those who gave response 7 to Question 11 and response 10 to Question 12; 4) those over the age of 25 who gave responses 2, 7, or 9 to Question 12. This definition is NOT exactly equivalent to the way others in the Agency may use the term "specialist." All volunteers who answered Questions 11 and 12 but did not fit into any of the above four categories are considered "generalists."

Thus over 60% said their applications were processed in less than six months. A little over 50% of the volunteers rated the adequacy of their communication with Washington headquarters positively during this period.

One of the greatest complaints about recruitment concerns the accuracy of pre-service information. Only 36.8% expressed positive feeling on this matter. This takes on an added dimension when it is recognized that volunteers were considerably dissatisfied (only 43% positive responses) with their job descriptions. Similarly only 45% of the respondents felt positively about their pre-service orientation, even though volunteers who had gone through PRIST (a meeting with staff prior to the final decision to enter service) seem to be neither better nor worse than other volunteers in terms of their ability to accomplish the achievements discussed in Section I. It appears then that volunteers would like more specific information about what they are getting into as part of their preparation for serving overseas.

Finally, several points appear noteworthy concerning the volunteers' assessment of two considerations relating to their placement. First, about one fourth of the survey respondents said they might have served in a domestic ACTION program if they had not been accepted into Peace Corps. Only 29% said they had been assigned to a country which was not a stated preference. There seems to be little difference, however, in the feelings toward the Peace Corps between those who did and those who did not go to their preferred country.

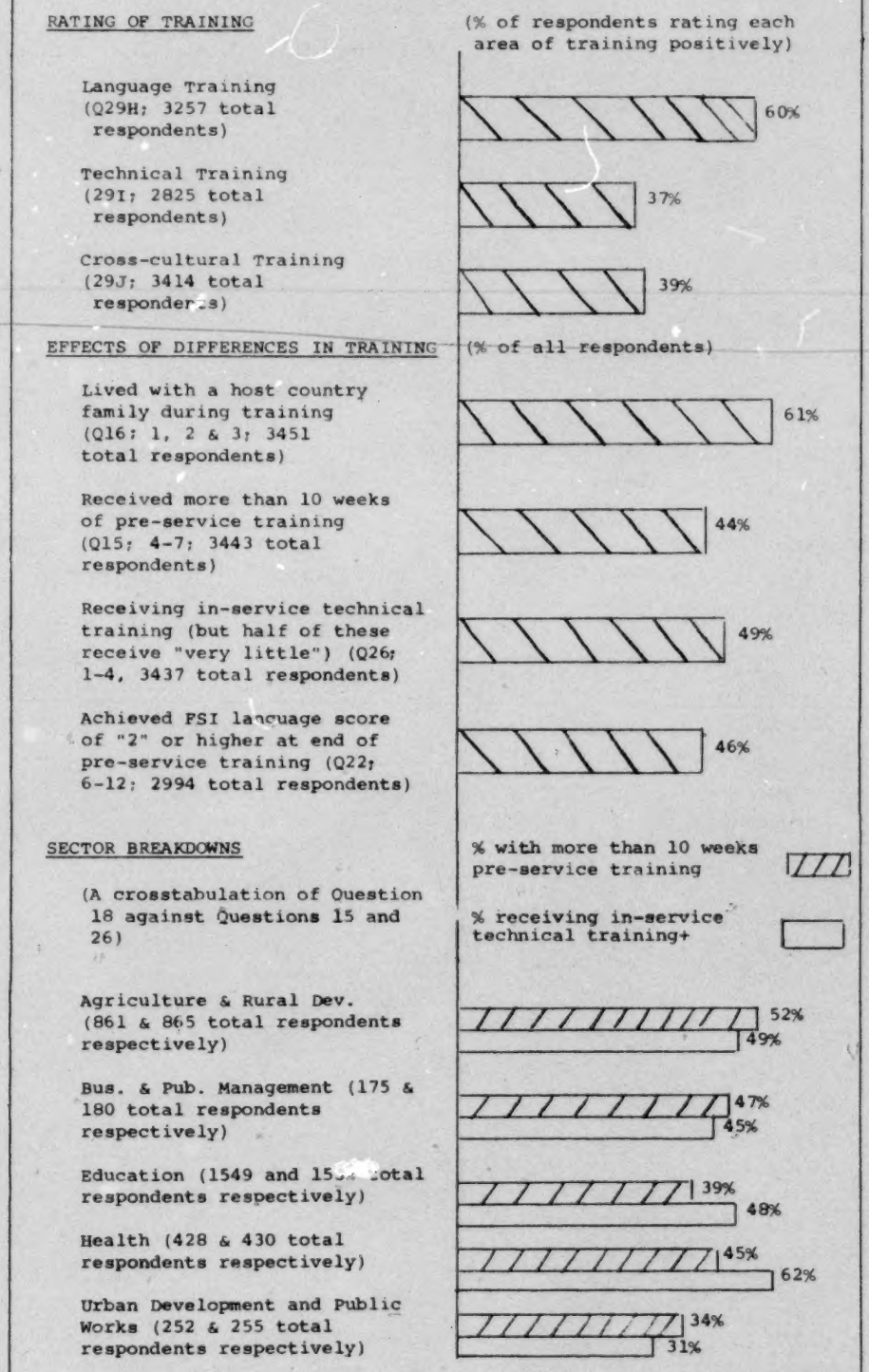
Training

Though this survey was never meant to provide a comprehensive evaluation of training, analysis of the available data indicates that the success of Peace Corps training is mixed.

Rating of Training. Table II indicates that volunteers rated their language training fairly positively but were much less positive about their technical and cross-cultural training. According to 54% of the volunteers, use of the host country language is needed on the job fifty percent or more of the time with 42% indicating it is critical to their effective performance. In terms of how well Peace Corps training prepared them along these lines, 46% said they had achieved a

TABLE II

VOLUNTEER ASSESSMENT OF TRAINING


RATING OF TRAINING
(% of respondents rating each area of training positively)
Language Training (Q29H; 3257 total respondents)
60%
Technical Training (29I; 2825 total respondents)
37%
Cross-cultural Training (29J; 3414 total respondents)
39%
EFFECTS OF DIFFERENCES IN TRAINING
(% of all respondents)
Lived with a host country family during training (Q16; 1, 2 & 3; 3451 total respondents)
61%
Received more than 10 weeks of pre-service training (Q15; 4-7; 3443 total respondents)
44%
Receiving in-service technical training (but half of these receive "very little") (Q26; 1-4, 3437 total respondents)
49%
Achieved FSI language score of "2" or higher at end of pre-service training (Q22; 6-12; 2994 total respondents)
46%
SECTOR BREAKDOWNS
(A crosstabulation of Question 18 against Questions 15 and 26)
% with more than 10 weeks pre-service training
% receiving in-service technical training+
Agriculture & Rural Dev. (861 & 865 total respondents respectively)
52%
49%
Bus. & Pub. Management (175 & 180 total respondents respectively)
47%
45%
Education (1549 and 153[illegible] total respondents respectively)
39%
48%
Health (428 & 430 total respondents respectively)
45%
62%
Urban Development and Public Works (252 & 255 total respondents respectively)
34%
31%

+ Indicates volunteers are receiving some in-service training even if it is only "occasionally" or "very little."

FSI language score of "2" by the time they were sworn in. An additional 22% had a "1+" at a similar point in time. A FSI score of "2" indicates that the volunteer was able to speak at a level sufficient to meet most basic social and professional needs. Probably because trainees are often required to have either prior language experience and/or to qualify at a 1+ and/or 2 level by the end of training, volunteers in Latin America tend to have higher FSI scores than volunteers in the other two regions. An overall 60% positive rating was given by the volunteers to the language training which they received.

Slightly over a third of the volunteers viewed the other two training components favorably. The perceived need for technical training may account for part of the low assessment given to job related training. Almost 42% indicated that the skills they had before entering the Peace Corps either matched or overqualified them for their current job. Thus only 53.7% said they needed technical training. Yet two-thirds of the volunteers had nine or more weeks of training. The overall positive rating given the technical component of training was 37%. Cross-cultural training was not perceived to be much better with a 39% positive response. Thus although much is said about the need for volunteers to adjust to different cultures, volunteers appear to be making this transition in their own way. This is indicated by the 61% who responded positively to their life style as a volunteer.

Effects of Differences in Training. As for the type and amount of training received, it was found that over 60% of the volunteers had lived with a host country family during training[4/] and that the average length of training was about eleven weeks. Based on analysis which will be explained in greater detail in Section III, it was found that volunteers who had lived with a host country family during training tend to be slightly more successful in their jobs and to get along better with host country people than do volunteers who had not had this type of training.

4/As advantageous as this process apparently is, it does not continue at such a high level once training is completed. Only 16% of the PCVs had current living arrangements with host country nationals while 32% lived alone, 25% with other volunteers and 20% with their spouses. An encouragement of the practice of living with nationals might be one area of emphasis for cross-cultural training.

The effects of the length of training is less clear. It can be said that there is no simple relationship between the amount of pre-service training received and volunteer achievement. Long training does not necessarily mean good training. In fact in some parts of the world volunteers who had relatively long training periods seem to be accomplishing less than those who had fewer than eleven weeks of training. On the other hand, longer training does seem to be somewhat beneficial to those who speak the host country language on their jobs.

Almost half (49%) of the volunteers said they had receieved some in-service technical training with half of this group (24%) incating they received "very little." Altogether only 17.7% received such training "occasionally" while only 7% said they were provided with it frequently or often. The latter fact may account for the failure of the survey data to demonstrate the effectiveness of in-service technical training. From this it can be concluded that training apparently is not a continuing process which occurs throughout the volunteers' experience.

Sector Differences. Table II shows that there are large differences in the amount of training received by volunteers in the five job sectors. Volunteers in agriculture were most likely to have received pre-service training that was longer than ten weeks and volunteers in jobs related to health care were most likely to have received in-service technical training.

Program Development

The fact that the great majority of volunteers believe they are accomplishing the three Peace Corps goals would indicate that the Agency is doing a relatively good job of program development. In relationship to other areas covered in this section, program development is favorably assessed by the volunteers. Yet, as shown in Table III, there are individual strengths and weaknesses within this particular area.

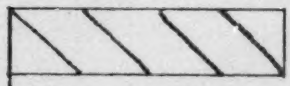
It has sometimes been suggested that volunteers have unstructured jobs. When asked about the amount of structure in their jobs only 40% said that their jobs were, for the most part, structured. However, the majority (60%) of volunteers feel positively about the amount of structure in their jobs. Furthermore, a comparison of volunteers who said their jobs were unstructured with those who said their jobs were structured revealed no significant differences in either their job performance or their relations with host-country nationals.

TABLE III

VOLUNTEER ASSESSMENT OF PROGRAM DEVELOPMENT

JOB STRUCTURE

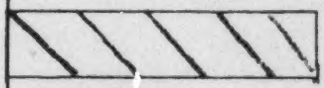
% who feel their jobs are quite structured (Question 23: responses 1 & 2· 3451 total respondents)



% who feel POSITIVELY about the amount of structure in their jobs (Q29P: 1 & 2; 3303 total respondents)

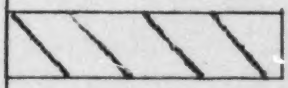
SITE SELECTION

% who feel POSITIVELY about the site selection process (Q29D: 1 & 2; 3211 total respondents)



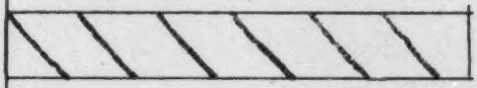
JOB DESCRIPTION

% who feel POSITIVELY about adequacy of their job description (Q29F: 1 & 2; 3326 total respondents)



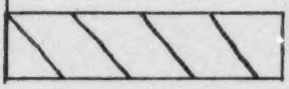
JOB STABILITY

% who NEVER changed either their job or their site (Q6: 5;3438 respondents)



NEW JOB SLOTS

% who work apart from other PCVs and who had no predecessor in their job (Q24: 4; 3303 total respondents)



Volunteers did express concern about both their site selection process and their job descriptions. Less than 45% of respondents said they felt positively about each of these important areas. These two areas in program development would appear to require the most attention and improvement.

It was also found that over 40% of the respondents work independently of other volunteers in jobs which no other volunteer had previously held. There was a very slight tendency for volunteers in such new job slots to feel more useful than did other volunteers. Volunteers in agriculture and in Latin America were most likely to be working in this type of job. Another interesting finding is that 66% of the volunteers never changed either their job or their site. The amount of job stability, however, is not the same in every region or in every job sector. Volunteers in NANEAP were the most stable while those in Latin America were least stable. Education and health were the two most stable job sectors. The most that can be said based on this is that the greater the job stability the more time staff has to devote to their other duties such as site selection and job development.

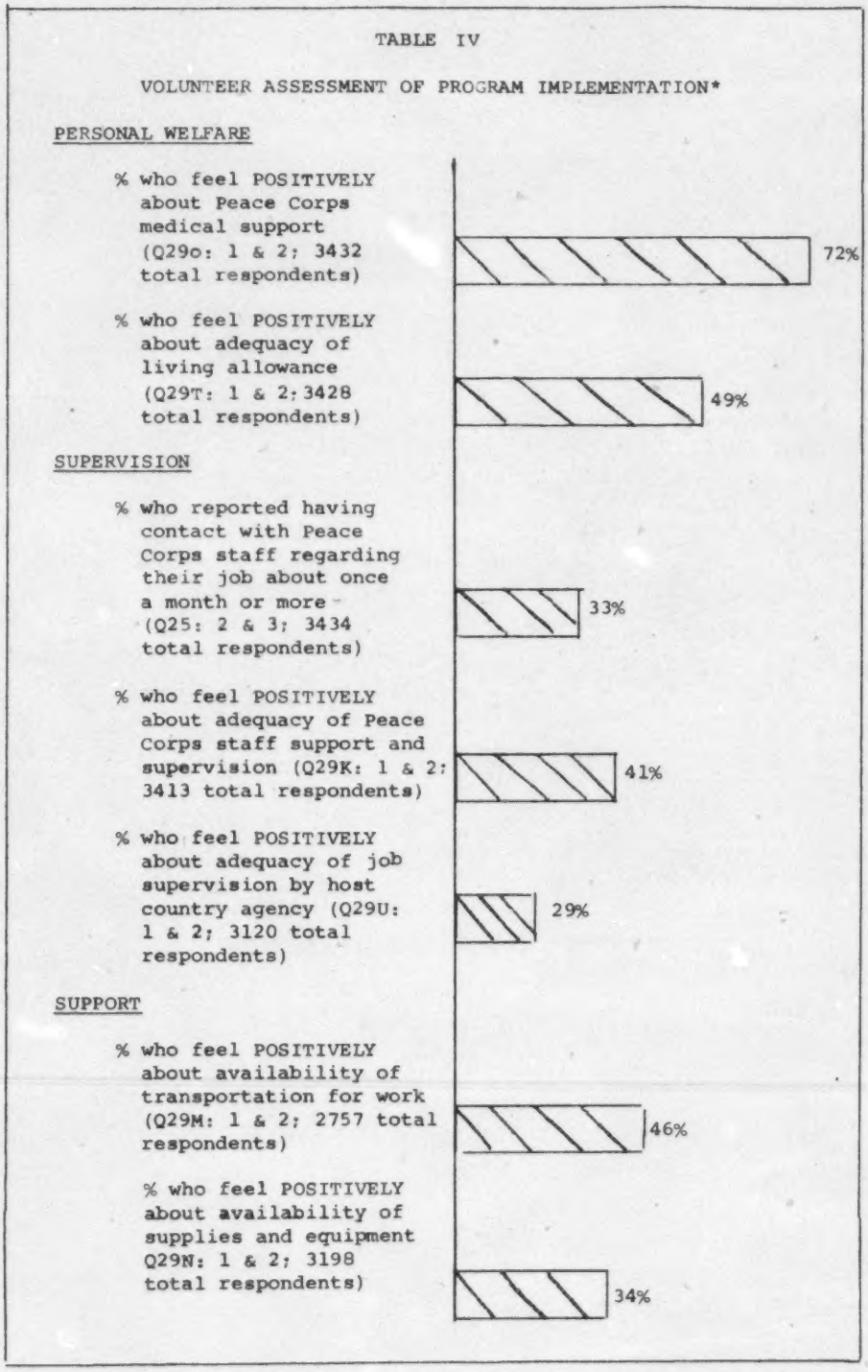
Program Implementation

While one item in program implementation was rated very highly, volunteers' overall appraisal of this area was less than favorable and included some vehement complaints. Table IV illustrates the percentage of volunteers who gave positive responses to seven areas of program implementation. Medical support received high ratings from volunteers in most countries, while living allowance, availability of transportation, availability of equipment and supplies, and the adequacy of Peace Corps staff and host country supervisory support got moderate to low ratings. Section V presents country-specific data on each of the five areas of program implementation which illustrates large differences from one country to another.

On two questions which directly relate to their own personal welfare, the responding volunteers were most favorable. Seventy-two percent expressed positive views about the medical support provided by the Peace Corps. Nearly half (49%) think their living allowance is adequate while 21% were neutral.

TABLE IV

VOLUNTEER ASSESSMENT OF PROGRAM IMPLEMENTATION*


PERSONAL WELFARE
% who feel POSITIVELY about Peace Corps medical support (Q29o: 1 & 2; 3432 total respondents)
72%
% who feel POSITIVELY about adequacy of living allowance (Q29T: 1 & 2; 3428 total respondents)
49%
SUPERVISION
% who reported having contact with Peace Corps staff regarding their job about once a month or more (Q25: 2 & 3; 3434 total respondents)
33%
% who feel POSITIVELY about adequacy of Peace Corps staff support and supervision (Q29K: 1 & 2; 3413 total respondents)
41%
% who feel POSITIVELY about adequacy of job supervision by host country agency (Q29U: 1 & 2; 3120 total respondents)
29%
SUPPORT
% who feel POSITIVELY about availability of transportation for work (Q29M: 1 & 2; 2757 total respondents)
46%
% who feel POSITIVELY about availability of supplies and equipment Q29N: 1 & 2; 3198 total respondents)
34%

* In Section V, Peace Corps countries are ranked according to the average percentage of respondents feeling positively about each of these issues.

Job supervision and support are poorly rated by the volunteers. One-third of the survey population reported having contact with Peace Corps staff regarding their job approximately once a month or more while two-thirds said they had such contact "a few times a year" or less. The analysis presented in the next section, however, indicates that this low level of direct Peace Corps staff support may not have serious consequences for the accomplishment of the three Peace Corps goals. Based on the analysis in that same section, a finding which appears quite important is that volunteers were very negative (29% positive respondents) about the "adequacy of job supervision by host country agencies."

Supporting factors relating directly to job performance also were viewed more negatively than positively. Forty-six percent feel positively about the availability of transportation for work and 34% feel positively about the availability of supplies and equipment. This is important since the source of both types of support often is the host government. Volunteers obviously feel that programming must allow for both volunteer assistance as well as the appropriate support requirement.

SECTION III

FACTORS RELATED TO PERCEIVED VOLUNTEER ACCOMPLISHMENTS

Volunteer accomplishments in terms of satisfactory job performance, positive relations with host country people, satisfaction with Peace Corps, and good psychological adjustment is related[5/] to a large number of factors. Those factors which based on statistical analysis appear to be related to these four areas of volunteer accomplishments are examined below. However, it should be kept in mind that any single factor can help to explain only a small part of the success or failure of volunteers. There may be individual differences among volunteers (e.g. motivation, adaptability, etc.) that are not measured in tnis study which are more important than any of the factors examined here.

Job Peformance

The level of support a volunteer receives from her/his host country agency, but not the amount of direct support she/he receives from Peace Corps staff, is related to how well she/he performs her/his job. Volunteers satisfied with the support they receive from their agencies, as compared with those who were less satisfied, tended to feel modestly more useful in promoting host country development and moderately more successful in transferring their skills to host country nationals. However, neither the amount of contact volunteers have with Peace Corps staff nor how positively they feel about staff support is related to job performance.[6/]

5/ A statistical relationship between any factor and good volunteer performance may, but does not necessarily, indicate that the factor causes good performance.

6/ However, among volunteers satisfied with their host country agency support, contact with Peace Corps staff tends to augment the positive effect of agency support on job performance. Staff contact is also of slight benefit to PCVs who speak mostly the host country language on their job.

Also, volunteers who had lived with a host country family during training were slightly more likely than other volunteers to feel that their jobs were useful[7] and that volunteer satisfaction with the availability of equipment and supplies was slightly related to feeling effective in transferring one's skills to host country people. Successful job performance was not related to whether a volunteer received in-service technical training[8] or to his satisfaction with the availability of transportation for work.

Relations with Host Country Nationals

Volunteer satisfaction with the support they receive from their host country agency is also an important factor in volunteer achievement of Goals 1 and 2. There was a moderate tendency for volunteers who were satisfied with their agency support, as compared with less satisfied volunteers, to feel more positively about their general relationships with host country people.[9]

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[7] The following figures are presented to give the reader a rough idea of what is meant by a "slight" or "small" relationship. It was found that 70% of the volunteers who had lived with a host country family during training rated their jobs as "very useful" but among those who did not receive this type of training only 61% thought of their jobs as "very useful." A "modest" or "moderate" relationship would be somewhat stronger and a "very small" relationship somewhat weaker. "Small" means a standarized Beta obtained from Multiple Classification Analysis done after an Analysis of Variance of about .10 and "moderate means a standardardized Beta of about .20. All reported relationships are significant at less than the .005 level.

[8] Since there is no measure of the quality of in-service technical training, it may be that this finding is due to the quality of training and to the fact that only 7% of PCVs said they received in-service training "frequently" or "often."

[9] Relationships between volunteers and host country people were measured by an index of Questions 36 and 37.

Positive relationships with host country people are not related to the amount of contact volunteers have with Peace Corps staff, but they are modestly related to feeling positively about staff support. Also, among first year volunteers, positive relationships with host country nationals are related to having lived with a host country family during training.

Satisfaction with Peace Corps

While the amount of contact between volunteers and Peace Corps staff was not related to job performance, such contact was slightly related to general volunteer satisfaction with Peace Corps. Volunteers who talk to Peace Corps staff once a month or more and those who receive in-service technical training say they feel slightly more positive about Peace Corps than do other PCVs. There was also a slight tendency for those satisfied with the support they received from host country agencies to feel better about Peace Corps. Volunteer satisfaction with the amount of living allowance and with the availability of transportation for work had only very small relationships with general satisfaction with Peace Corps.

Psychological State of Volunteers

As will be shown in the next section, the general level of psychological adjustment among volunteers is directly related to their plans for early termination or extension. Therefore it is important to know what factors are related to psychological well-being. It is known that satisfaction with job performance and feeling positively about host country nationals is related to well-being. However it is very difficult to say if a positive psychological state results in good job performance or if good job performance results in a positive psychological state. First year volunteers who lived with a host country family during training are slightly better adjusted psychologically. But there was no relationship between the amount of contact volunteers have with Peace Corps staff and their psychological well-being.

In addition, the data show moderately strong differences in the average psychological well-being of volunteers from one country to another. An as yet untested hypothesis is that this is because Americans can adjust to some cultures better than to others.

SECTION IV

SPECIAL ISSUES

Five issues frequently debated within the Agency include the following: volunteer extension and early termination, urban versus rural volunteers, specialists versus generalists, post-service concerns of volunteers, and relative performance in different volunteer jobs. This section presents information derived from the survey questionnaire which is relevant to these issues.

Volunteer Extension and Early Termination

Whether a volunteer prefers to terminate early[10/] or extend is directly related to his success in accomplishing the achievements discussed in Section I. On all the measures of accomplishment, extendees and those definitely planning to extend have better scores than those planning only to finish their two years. This latter group, in turn, scores higher than do those thinking of terminating early.

The evidence available indicates that extendees and those saying they definitely want to extend are somewhat superior volunteers. Such volunteers tend to feel more useful in their jobs,[11/] believe they are successful in transferring skills to host country nationals and have better relationships with host country nationals. This would indicate that there are some advantages to using extendees or former PCVs whenever possible, especially when a choice must be made between these people and other Americans who have not yet had an opportunity to serve.

About 13% of first year respondents said they were thinking of quitting as compared to 3% of more experienced volunteers. Furthermore, volunteers with below average levels of psychological well-being[12/] tend to think of early termination. While about three-fourths of the volunteers thinking of terminating early had below average levels of psychological well-being, only about one-third of the extendees or those definitely planning to extend were below average in this regard.

10/ Early termination was not directly measured, but thinking about it was. See footnote 1.

11/ All differences are significant at .001 level.

12/ For an explanation of psychological well-being see page I-4.

Volunteers thinking about terminating early tended to rate their job usefulness and their ability to get along with host country nationals below the levels of other volunteers. There was also a moderate relationship between feeling negatively about host country agency support and thinking of early termination but no relationship between the latter and the amount of Peace Corps staff contact. Those thinking of leaving tended to feel slightly less positively about the process by which their site was selecte

Rates of attrition may be somewhat reduced by 1) improving the relationship between volunteers and their agencies, 2) having as many volunteers as possible live with host country families durin training, and 3) improving the areas examined in Section II of th report such as the site selection process which may improve volunteer effectiveness.

Urban vs. Rural Volunteers

Almost half of the respondents to the survey reported that they lived in places with populations of under 10,000 people. In terms of job performance, these rural volunteers are no different than urban PCVs. However, there is a tendency, especially among volunteers under 24 and those in Latin America, for rural volunteers to have better relationships with host country nationals. On the other hand, it appears that rural volunteers are under greater psychological stress. This latter result may be due to greater cultural shock among volunteers in isolated rural areas.

There are also differences between rural and urban volunteers regarding their satisfaction with specific aspects of their Peace Corps experience. While rural volunteers are slightly more satisfied than their urban counterparts with their living allowance and receive slightly more in-service technical training, urban volunteers tend to be slightly more satisfied with the support they receive from their host-country agencies and with the availability of equipment and supplies. There are more "specialists" in urban areas than in rural areas by 63% to 53%[13]

13/ While none of these relationships is very strong, all are statistically significant at less than the .005 level.

Specialists vs. Generalists

The results of this survey indicate that Peace Corps has a place for volunteers with specialized skills and backgrounds as well as for those with more general backgrounds. Both groups get along equally well with host country nationals and their rates of extension and plans for early termination are about the same. There is a slight tendency for specialists, along with urban volunteers, to have a higher psychological well-being. Also, specialists feel slightly better about job performance (i.e. more useful in promoting host country development and more effective in transferring their skills).[14/] But these differences are quite small and there are many generalists who have very high levels of accomplishment.

Post-Service Concerns

Volunteers are concerned about the process of returning to the United States as indicated by the 94% who felt that Peace Corps should increase support leading to post-service readjustment through improvements in placement services. Over 90% of the respondents also approved of an increase in the readjustment allowance.

Comparative Performance of Most Common Jobs

The jobs which volunteers do are frequently categorized into five groups: agriculture and rural development, business and public management, education, health, and urban development and public works. However, the results of this survey show that on many issues there are large differences among volunteers within each of the five job sectors listed above. As a result, jobs were grouped into more specific categories for the purposes of this analysis. Table V presents the nine most common job categories and ranks them on three criteria: a) relations between PCVs and host country nationals, b) the usefulness of the job for host country development, and c) the

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14/ However, this difference applies primarily to PCVs in urban development and public works as well as those in education. There is no difference between specialists and generalists working in agriculture.

effectiveness of volunteers in transferring their skills to host country nationals. The most striking finding is that volunteers who are teaching English as their primary job rank lower than volunteers in other common Peace Corps jobs on both how useful they feel they are in promoting national development and on how they get along with host country people. On the other hand, volunteers in "teacher training/university education" and "professional health services" tend to rank higher than other volunteers.

TABLE V

PERCEIVED PERFORMANCE BY JOB CATEGORY*

A. Ranking of common Peace Corps jobs on how well volunteers in those jobs get along with host-country nationals**

Jobs are ranked starting with those with the best volunteer/HCN relationships to those with the worst.

RANK	TYPE OF JOB
1	Professional Health Services
2	Teacher Training/University Education
3.5	Cooperatives
3.5	Elementary, Special and Pre-School Education
5	Agricultural Extension
6.5	Secondary and Adult Education
6.5	Urban Development and Public Works
8	Agricultural Specialties (not extension)
9	English Teaching

B. Ranking of common Peace Corps jobs on how useful volunteers believe they are in promoting host-country development (based on Question 35)

Jobs are ranked from "most useful" to "least useful"

RANK	TYPE OF JOB
2	Teacher Training/University Education
2	Professional Health Services
2	Agricultural Specialties (not extension)
5.5	Urban Development and Public Works
5.5	Elementary, Special and Pre-School Education
5.5	Agricultural Extension
5.5	Cooperatives
8	Secondary and Adult Education
9	English Teaching

C. Ranking of common Peace Corps jobs on how effective volunteers feel they are in transferring their skills to host country nationals (based on Question 29Q)

Ranked from those feeling most effective to those feeling least effective.

RANK	TYPE OF JOB
1	Teacher Training/ University Education
3	Agricultural Extension
3	Elementary, Special and Pre-School Education
3	Professional Health Services
5	Cooperatives
6	Agricultural Specialties (not extension)
7.5	English Teaching
7.5	Secondary and Adult Education
9	Urban Development and Public Works

* All jobs have more than 100 respondents. Analysis of variance was significant at less than .001 level in all three sections of this table.

** Based on combined answers to Questions 36 and 37.

SECTION V

COUNTRY SPECIFIC DATA

Throughout this report, analysis has been done across countries. This section contains country specific data covering 12 selected items relating to volunteer accomplishment and program implementation. This is supplemented by Appendix B which provides country specific information on 32 items.[15/] Because all the items included relate to programming volunteers in the field, the information can be used by in-country staff as a comparative base for a diagnostic self-assessment. Areas of relative strength and weakness are indicated which should prove helpful in various future programming activities.

Volunteer Accomplishments

Table VI lists countries according to the average response given by volunteers within each country on six areas of accomplishment: job usefulness, ability to transfer skills, relations between PCVs and host country people, volunteer feelings toward Peace Corps, termination plans, and psychological well-being. For each area of accomplishment, a separate list is given which displays the country's score as well as the total number of volunteers from that country who answered the relevant question ("N"). The latter is presented so that the reader can take into account the fact that the average country score is less reliable when there are only a few respondents. The country with the best average score is listed first and the one with the least favorable score is last.

Program Implementation

Table VII lists countries on six areas of program implementation according to the average response given by volunteers in each country. The same procedure noted above with regard to the tables pertaining to volunteer accomplishment apply to those relating to program implementation.

15/ In both instances, only countries with at least 15 respondents are included.

TABLE VI

COMPARISON OF COUNTRIES ON PERCEIVED VOLUNTEER ACCOMPLISHMENTS

A. Job Usefulness[1] (The lower the score the more useful the average volunteer feels)

Mean Score	Country	N
1.7	Mali	37
1.8	Yemen	18
1.9	Botswana	61
1.9	Lesotho	61
1.9	Honduras	70
1.9	Belize	49
1.9	Dominican Rep.	30
1.9	Chile	31
1.9	Ecuador	135
1.9	Nicaragua	66
2.0	Costa Rica	82
2.0	Brazil	84
2.0	Fiji	82
2.0	Dahomey	35
2.0	Swaziland	65
2.0	Togo	44
2.0	East Carrib.	83
2.0	Sierra Leone	47
2.1	Guatemala	79
2.1	El Salvador	62
2.1	Tonga	28
2.1	Jamaica	81
2.1	Cameroon	58
2.1	Ghana	125
2.1	Philippines	179
2.1	Nepal	68
2.1	Paraguay	47
2.2	Zaire	66
2.2	Kenya	107
2.2	Colombia	115
2.2	Upper Volta	27
2.2	Malaysia	121
2.3	Micronesia	112
2.3	Thailand	129
2.3	Ethiopia	23
2.4	Niger	59
2.4	Liberia	154
2.5	Venezuela	46
2.5	West. Samoa	92
2.6	Senegal	62
2.6	Morocco	58
2.6	Afghanistan	83
2.6	Gabon	16
2.6	Iran	58
2.7	Korea	114
3.0	India	19
3.0	Tunisia	27

B. Skill Transfer[2] (The lower the score the more positive PCVs felt about the ability to transfer skills to HCNs)

Mean Score	Country	N
2.3	Mali	28
2.5	Brazil	77
2.5	Honduras	57
2.5	Ethiopia	21
2.6	Togo	33
2.6	Guatemala	71
2.6	Jamaica	71
2.6	Sierra Leone	43
2.6	East. Carribean	58
2.7	Zaire	48
2.7	Chile	29
2.7	Tonga	22
2.8	El Salvador	53
2.8	Colombia	103
2.9	Costa Rica	69
2.9	Thailand	120
2.9	Swaziland	43
2.9	Philippeans	166
2.9	Cameroon	50
2.9	Ecuador	105
2.9	Venezuela	36
3.0	Paraguay	40
3.0	Belize	35
3.0	Morocco	40
3.0	Nicaragua	57
3.0	Dahomey	32
3.0	Lesotho	56
3.1	Kenya	71
3.1	Malaysia	85
3.1	Senegal	41
3.1	Liberia	113
3.2	Ghana	78
3.2	Dominican Repub.	27
3.2	Yemen	9
3.2	Fiji	62
3.3	Nepal	62
3.3	Korea	107
3.3	Upper Volta	26
3.3	Tunisia	18
3.3	Niger	50
3.3	Micronesia	90
3.4	Botswana	36
3.5	Gabon	11
3.6	India	18
3.7	Afghanistan	60
3.8	Iran	52
3.9	Western Samoa	74

1. Job usefulness is based on responses to Question 35 (See Appendix A). Responses could range from "1" for very positive to "5" for very negative. Among all volunteers the average score on this question was 2.2.

2. Skill transfer is based on responses to Question 29Q. Responses could range from "1" for very positive to "5" for very negative. Volunteers who did not answer and those who circled "not applicable" were excluded. Among all volunteers the average score was 3.0.

C. PCV Relations with HCNs[3]
(The lower the score the better the relations)

Mean Score	Country	N
35	Fiji	82
35	Brazil	84
35	Dahomey	35
35	Costa Rica	83
36	Mali	37
37	Ghana	125
37	Paraguay	47
37	Yemen	17
37	Philippines	178
37	Upper Volta	27
37	Chile	31
38	Togo	43
38	Cameroon	59
38	Honduras	72
39	Nicaragua	67
39	Belize	47
39	El Salvador	61
39	Micronesia	112
40	Nepal	68
40	Swaziland	65
40	Botswana	61
40	Kenya	107
40	Lesotho	62
41	Liberia	153
41	Thailand	129
42	East. Carribean	83
42	Sierra Leone	48
42	Jamaica	83
43	Tonga	28
43	Malaysia	120
43	Niger	58
43	Venezuela	45
44	Korea	114
44	Senegal	62
44	Ecuador	135
44	Zaire	64
45	Colombia	115
45	Guatemala	79
47	Western Samoa	92
48	Gabon	16
48	Dominican Repub.	30
49	India	19
49	Ethiopia	24
51	Afghanistan	82
53	Morocco	58
54	Tunisia	27
55	Iran	59

D. PCV Feelings Toward Peace Corps[4]
(The lower the score the more positively volunteers feel about Peace Corps)

Mean Score	Country	N
1.4	Dahomey	35
1.6	Honduras	72
1.6	Upper Volta	27
1.6	Yemen	18
1.6	Ethiopia	24
1.6	Tonga	28
1.6	Zaire	67
1.6	Jamaica	82
1.6	Costa Rica	83
1.6	Brazil	84
1.6	Cameroon	59
1.7	Belize	49
1.7	Philippines	181
1.7	Korea	115
1.7	India	19
1.7	Micronesia	112
1.7	Dominican Repub.	31
1.7	Swaziland	66
1.7	Fiji	86
1.8	Togo	44
1.8	El Salvador	62
1.8	Nicaragua	67
1.8	Niger	59
1.8	Nepal	68
1.8	Mali	35
1.8	Colombia	115
1.8	Ghana	124
1.8	Lesotho	62
1.8	Western Samoa	90
1.8	Chile	31
1.8	Paraguay	47
1.8	Eastern Carribean	83
1.8	(Thailand	131
1.8	Senegal	63
1.8	Venezuela	46
1.9	Guatemala	79
1.9	Ecuador	135
1.9	Iran	59
1.9	Malaysia	121
1.9	Botswana	62
1.9	Tunisia	27
1.9	Sierra Leone	48
1.9	Kenya	107
1.9	Liberia	155
2.0	Gabon	16
2.1	Morocco	58
2.2	Afghanistan	84

3. PCV relations with HCNs is based on a composite score of each volunteer's responses to Questions 36 and 37. These composite scores ranged from 18 (the most positive score) to 100 (the most negative score). The average score for all volunteers was 41.5.

4. PCV feelings toward Peace Corps is based on responses to Question 39. The five possible responses ranged from a very positive "1" to a very negative "5". The average score among all volunteers was 1.8.

E. Termination Plans[5] (Percentage thinking of terminating early)

Percent	Country	N
0%	Belize	32
0%	Cameroon	52
0%	Ethiopia	21
0%	Ghana	116
0%	Upper Volta	21
2%	Lesotho	55
2%	Togo	43
2%	Costa Rica	75
3%	Dahomey	31
3%	Zaire	62
4%	Philippines	163
4%	Botswana	54
4%	Kenya	100
4%	Tonga	25
4%	Thailand	113
5%	Sierra Leone	43
5%	Liberia	138
5%	Fiji	77
5%	Brazil	76
6%	Niger	53
6%	Western Samoa	82
6%	Swaziland	62
7%	Honduras	59
7%	Ecuador	117
7%	Jamaica	73
7%	Malaysia	98
7%	Micronesia	95
8%	Korea	87
8%	Morocco	48
9%	Senegal	56
9%	Nepal	54
10%	Paraguay	42
11%	East. Carribean	61
13%	Chile	24
13%	Yemen	16
13%	Guatemala	71
13%	Nicaragua	46
13%	Mali	23
13%	Venezuela	38
13%	Colombia	98
16%	Iran	51
19%	El Salvador	52
20%	Dominican Repub.	25
20%	Tunisia	20
25%	Afghanistan	73

F. Psychological Well-Being[6] (The HIGHER the score the better the average "adjustment" of volunteers)

Mean Score	Country	N
5.3	Cameroon	55
5.2	Tonga	25
5.2	Swaziland	61
5.1	Dahomey	33
5.0	Brazil	79
5.0	Jamaica	79
5.0	Kenya	104
5.0	Ethiopia	22
4.9	Mali	33
4.9	Honduras	70
4.9	Fiji	81
4.9	East. Carribean	77
4.8	Yemen	18
4.8	Colombia	111
4.8	Belize	45
4.7	Ecuador	124
4.7	Ghana	116
4.7	Philippines	173
4.7	Micronesia	105
4.7	Chile	30
4.7	Lesotho	58
4.6	Costa Rica	77
4.6	Togo	44
4.6	Sierra Leone	44
4.6	Thailand	119
4.6	Zaire	63
4.6	Malaysia	113
4.5	Venezuela	44
4.5	Senegal	54
4.5	Western Samoa	88
4.4	El Salvador	59
4.4	Nicaragua	63
4.4	Liberia	145
4.3	Iran	57
4.3	Tunisia	24
4.3	Morocco	52
4.2	Nepal	62
4.2	Paraguay	46
4.2	Guatemala	73
4.2	Upper Volta	25
4.1	Niger	54
4.1	Dominican Repub.	29
4.0	Afghanistan	76
4.0	Korea	108
3.4	India	19

5. Termination plans is based on the percentage of volunteers in each country who said they would either "definitely terminate early" or "maybe terminate early" (See Question 40). Among all respondents, 6.2% fall into this category.

6. Psychological well-being is based on an index of the ten parts of Question 37. Scores on this index could range from 0 (the most positive psychological state) to 9 (the most negative psychological state). Among all respondents the average score was 4.6.

TABLE VII

COMPARISON OF COUNTRIES ON VOLUNTEER ASSESSMENT OF PROGRAM IMPLEMENTATION

A. Host-Country Agency Supervision*
(The lower the score the more positively PCVs feel about agency supervision)

Mean Score	Country	N
2.6	Honduras	65
2.8	Lesotho	58
2.8	Botswana	56
2.8	Eastern Carribean	71
2.9	Zaire	49
2.9	Colombia	107
3.0	Thailand	123
3.0	Malaysia	110
3.0	Dahomey	35
3.0	Ethiopia	21
3.1	Yemen	17
3.1	Mali	32
3.1	Brazil	81
3.1	Tunisia	25
3.1	Swaziland	59
3.1	Costa Rica	82
3.1	Korea	106
3.1	Fiji	79
3.2	Morocco	55
3.2	Chile	27
3.2	Togo	36
3.2	Phillipines	173
3.2	Belize	43
3.2	Kenya	91
3.3	Niger	56
3.3	Ghana	113
3.3	Jamaica	77
3.3	Tonga	26
3.3	Ecuador	98
3.3	Dominican Repub.	28
3.4	Micronesia	107
3.4	Guatemala	75
3.4	Paraguay	46
3.4	El Salvador	58
3.4	Sierra Leone	46
3.4	Afghanistan	69
3.5	Western Samoa	76
3.5	Senegal	52
3.6	Nepal	68
3.6	Cameroon	57
3.6	Nicaragua	56
3.6	Iran	51
3.6	Venezuela	42
3.7	India	19
3.8	Upper Volta	26
3.8	Liberia	140

B. Staff Supervision*
(The lower the score the more positively PCVs feel about Peace Corps staff supervision)

Mean Score	Country	N
1.9	India	19
1.9	Lesotho	60
2.0	Dahomey	35
2.2	Western Samoa	92
2.3	Fiji	85
2.3	Korea	114
2.5	Ethiopia	24
2.5	Jamaica	82
2.5	Thailand	130
2.6	Chile	30
2.6	Belize	50
2.6	Togo	43
2.6	Brazil	83
2.6	Cameroon	59
2.6	Mali	36
2.7	El Salvador	59
2.7	Venezuela	44
2.7	Niger	58
2.8	Costa Rica	81
2.8	Eastern Carrib.	81
2.9	Dominican Repub.	31
2.9	Honduras	71
2.9	Micronesia	112
2.9	Zaire	66
2.9	Nicaragua	67
2.9	Yemen	18
2.9	Iran	57
3.0	Upper Volta	27
3.0	Nepal	68
3.0	Philippines	179
3.0	Sierra Leone	48
3.0	Tonga	28
3.0	Malaysia	119
3.0	Senegal	62
3.1	Guatemala	78
3.1	Colombia	115
3.2	Botswana	60
3.2	Ghana	126
3.2	Morocco	59
3.2	Tunisia	27
3.3	Paraguay	48
3.3	Ecuador	132
3.3	Kenya	105
3.6	Liberia	154
3.6	Swaziland	64
3.8	Afghanistan	83

* Host-country agency supervision was measured by Question 29U (See Appendix A). As in all six parts of this table a score of "1" indicates that volunteers feel very positive about the issue and a score of "5" indicates very negative feelings. Volunteers who did not answer the question and those who circled "not applicable" were excluded in the calculation of the average scores. Among volunteers in all countries the average score on Question 29U was 3.2.

* Staff supervision was measured by Question 29K. The average score on this question for all volunteers was 2.9.

C. PCV Contact With Staff*
(% of PCVs who have staff contact about their job about once a month or more)

Percent	Country	N*
70%	Mali	37
68%	India	19
67%	Yemen	18
63%	Ecuador	136
63%	Belize	48
63%	Gabon	16
61%	Nicaragua	66
56%	El Salvador	63
54%	Paraguay	48
53%	Honduras	72
52%	Dominican Repub.	31
48%	Chile	31
48%	Upper Volta	27
46%	Nepal	69
46%	Lesotho	61
46%	Dahomey	35
44%	Niger	59
44%	Costa Rica	84
44%	Sierra Leone	48
40%	Iran	58
37%	Tunisia	27
37%	Western Samoa	92
37%	Brazil	84
33%	Afghanistan	78
33%	Jamaica	82
33%	Venezuela	46
31%	Guatemala	80
31%	Micronesia	110
30%	Tonga	27
30%	Togo	44
29%	Ethiopia	24
28%	Colombia	116
26%	Eastern Carrib.	78
25%	Liberia	155
24%	Senegal	62
23%	Thailand	129
22%	Cameroon	59
21%	Phillipines	181
20%	Fiji	85
20%	Kenya	107
19%	Morocco	59
18%	Zaire	67
16%	Korea	113
15%	Ghana	124
14%	Malaysia	121
6%	Botswana	61
3%	Swaziland	63

D. Availability Of Supplies**
(The lower the score the more positively volunteers feel about availability of equipment & supplies

Mean Score	Country	N*
2.5	Thailand	119
2.5	Mali	37
2.6	Dahomey	33
2.7	Korea	107
2.8	Venezuela	43
2.8	Colombia	106
2.9	Tunisia	20
2.9	Malaysia	110
2.9	Lesotho	56
2.9	El Salvador	61
2.9	Western Samoa	87
3.0	Ecuador	123
3.0	Cameroon	53
3.0	Botswana	58
3.0	Zaire	59
3.0	Togo	42
3.0	Senegal	61
3.1	Swaziland	53
3.1	Dominican Rep.	30
3.1	Ethiopia	21
3.1	Nicaragua	64
3.1	Ghana	109
3.1	Phillipines	169
3.2	Kenya	91
3.2	Belize	45
3.2	Guatemala	78
3.2	Afghanistan	76
3.2	Upper Volta	26
3.2	Chile	28
3.3	Brazil	71
3.3	Honduras	68
3.3	Fiji	80
3.3	Tonga	25
3.4	Costa Rica	81
3.4	Yemen	18
3.4	Niger	57
3.4	Micronesia	108
3.5	Sierra Leone	46
3.5	Paraguay	46
3.6	Nepal	67
3.6	Liberia	153
3.6	Jamaica	76
3.7	Iran	54
3.7	India	18
3.7	Eastern Carribean	76
3.7	Morocco	57

* PCV contact with staff was measured by Question 25. In this case it was thought more appropriate to present the percentage of volunteers saying they had contact with staff about their job once a month or more (responses 1, 2, or 3 to Question 25). Among all volunteers 33% said they had frequent staff contact. The percentages for each country are presented in Table.

** Availability of Supplies is based on Question 29N. Among all volunteers the average score was 3.1.

E. Availability Of Transportation*
(The lower the score the more positive PCVs feel about availability of transportation for work)

Mean Score	Country	N
1.8	Korea	95
2.0	Mali	37
2.0	Cameroon	57
2.2	Togo	41
2.3	Colombia	99
2.3	Dahomey	33
2.3	Philippines	165
2.4	Afghanistan	64
2.5	Gabon	13
2.6	Ethiopia	18
2.6	Tunisia	15
2.7	El Salvador	56
2.7	Fiji	56
2.7	Zaire	39
2.7	Thailand	99
2.7	Costa Rica	76
2.7	Honduras	61
2.7	Western Samoa	61
2.8	Lesotho	41
2.8	Tonga	18
2.8	Belize	40
2.8	Guatemala	70
2.8	Dominican Repub.	30
2.9	Sierra Leone	40
2.9	Senegal	43
2.9	Ghana	87
3.0	India	16
3.0	Ecuador	113
3.0	Malaysia	114
3.1	Eastern Carrib.	64
3.1	Brazil	64
3.2	Chile	28
3.3	Iran	48
3.3	Kenya	77
3.3	Botswana	42
3.3	Nepal	54
3.3	Nicaragua	62
3.3	Swaziland	35
3.3	Upper Volta	25
3.4	Niger	48
3.4	Micronesia	73
3.5	Morocco	40
3.5	Venezuela	37
3.6	Liberia	111
3.6	Paraguay	43
3.8	Yemen	17
3.9	Jamaica	77

F. Medical Support**
(The lower the score the more positive PCVs feel about their medical support)

Mean Score	Country	N
1.3	India	19
1.4	Paraguay	49
1.4	Ethiopia	23
1.5	Honduras	71
1.5	Guatemala	80
1.5	Zaire	66
1.5	Fiji	86
1.6	Thailand	129
1.7	Philippines	177
1.7	Jamaica	83
1.7	Costa Rica	84
1.8	Kenya	107
1.8	Dominican Repub.	31
1.8	Ecuador	133
1.8	Malaysia	120
1.8	Cameroon	59
1.8	Colombia	115
1.8	Venezuela	46
2.0	El Salvador	63
2.0	Brazil	84
2.0	Senegal	62
2.1	Mali	37
2.1	Lesotho	59
2.1	Eastern Carrib.	78
2.2	Chile	31
2.2	Nepal	69
2.2	Dahomey	35
2.3	Sierra Leone	47
2.3	Micronesia	111
2.3	Belize	49
2.3	Korea	114
2.5	Swaziland	64
2.5	Liberia	156
2.5	Iran	58
2.6	Yemen	18
2.6	Afghanistan	84
2.6	Ghana	126
2.6	Nicaragua	66
2.6	Western Samoa	91
2.7	Niger	59
2.7	Botswana	62
2.8	Upper Volta	26
2.8	Gabon	16
2.9	Tuniaia	27
2.9	Morocco	58
2.9	Tonga	28
3.0	Togo	43

* Availability of transportation is based on responses to Question 29M. The average score among all volunteers was 2.9.

** Medical support is based on Question 29O. The average score among all volunteers was 2.1.

SECTION VI

CONCLUSIONS AND RECOMMENDATIONS

Because of the great diversity of Peace Corps programs and settings, general conclusions and recommendations must be interpreted with care. Nevertheless, the results of this study lead to the following points.

1. IMPROVE RELATIONS BETWEEN VOLUNTEERS AND THEIR HOST COUNTRY AGENCY

In general volunteer morale and performance are very good, but volunteers are not satisfied with the support they receive from their host country agencies. This study indicates that binationalism is a very significant operational process; where a good relationship exists between the volunteers and their agencies, performance is more effective. Improved volunteer-agency relations could increase the transfer of skills to host country nationals and augment other areas of volunteer accomplishment. Improved volunteer-agency relations can be achieved by having Peace Corps staff spend less time providing direct support to the volunteers and more time working with agencies to ensure their willingness and ability to support the PCVs. For volunteers destined to serve in rural areas, a brief post-training period of service at the regional or national headquarters of their agency may be feasible for some. Such a strategy could (a) give volunteers the opportunity to acquire a more personal understanding of the agency and its staff, (b) ease the "culture shock" of entrance into rural areas, and (c) reduce the training period by allowing the agency to take over some of the tasks.

2. DEVOTE GREATER ATTENTION TO JOB DEVELOPMENT ACTIVITIES

Volunteers are still not generally satisfied with their job descriptions. A qualitative improvement in job descriptions would (a) aid persons who have been invited to training make a more rational decision, (b) give volunteers a more positive outlook on Peace Corps' ability to supply reliable information and support, (c) facilitate the development of successful training programs by supplying trainers with more accurate information about volunteer needs, and (d) provide the volunteer with a better basis from which to direct his or her on-sight activities.

3. AVOID OVEREMPHASIS ON SPECIALISTS AT THE EXPENSE OF GENERALISTS WHEN PROGRAMMING

Although volunteers with specialized backgrounds perform slightly better than generalists in some sectors (urban development and public works) generalists relate just as well to host country people as do specialists. Both groups have about equal rates of attrition and extension.

4. DEVELOP PROGRAMS FOR PLANNED POSITIVE IMPACT

Volunteers are generally positive about their success in achieving Peace Corps' cross-cultural goals and about the usefulness of their jobs, but they are much less positive about their success in transferring skills to host country nationals. In addition many feel that host country people could replace them in their jobs. Consequently, while jobs are apparently developed in terms of immediate situational needs, not enough attention is given to the longer term implications of placing volunteers at their posts. The long-term impact of volunteers should be considered to be more important than the placement of a specific number of volunteers.

5. ENGLISH TEACHING AS A PRIMARY JOB SHOULD BE REVIEWED

Volunteers who teach English as their primary job tend to rate their performance less well than do volunteers in other common jobs. Therefore, the heavy emphasis on this area of programming should be carefully reviewed.

6. FULLY DETERMINE THE LENGTH OF PRE-SERVICE TRAINING ACCORDING TO THE PARTICULAR PROGRAM FOR WHICH IT APPLIES

It does not appear that long pre-service training is necessarily good pre-service training. However, it is clear that there is enormous variation in the amount and quality of training needed for different programs. It is also known that volunteers who live with host country families during training tend to perform slightly better than those who do not. The effects of in-service technical training on volunteers is unclear since few volunteers receive such training on a regular basis.

7. CONSIDER EXTENDEES AND FORMER VOLUNTEERS AN ASSET

On the average, extendees and former volunteers are somewhat superior to other volunteers in their ability to relate to host country people and to get their jobs done. This consideration should be kept in mind when a decision needs to be made between allowing volunteers to extend or returned volunteers to be selected and allowing a larger number of Americans the opportunity to serve.

8. INCREASE EFFORTS TO REDUCE EARLY TERMINATIONS

Indications are that early terminations can be reduced by (a) improved volunteer-agency relations, (b) continued emphasis placed on volunteers living with host country people during training and (c) improvements in the site-selection process and in other areas of job development which should improve the level of psychological well-being among volunteers.

APPENDIX I

PEACE CORPS QUESTIONNAIRE FOR THE NATIONAL VOLUNTARY SERVICE ADVISORY COUNCIL

It will be greatly appreciated if you will fill this out as well and completely as possible and return it immediately in the enclosed envelope. This questionnaire is anonymous.

PART I

First we need to know something about your background. Please circle the number preceding the most accurate answer or fill in the blank.

CIRCLE ONLY ONE RESPONSE PER QUESTION

1. Your sex is: 1. male 2. female N=3459
cc 1 — 63.1 36.9

2. Your age is: median age=24
cc 2-3

3. Which of the following describes your marital status? N=3474
73.2 cc 4 1. single
19.7 2. married to a U.S. citizen
2.9 3. married to a host-country national
.4 4. married to a national of some other country
3.8 5. separated or divorced

4. Which of the following best describes your current situation? N=3450
cc 5
11.2 1. Both my spouse and I have placements requested by the host country.
4.3 2. I am a non-matrix spouse (placed at site to be with my spouse even though I was not originally requested for job).
3.9 3. My spouse is a non-matrix spouse
3.8 4. My spouse is not a volunteer
76.8 5. I am not married

5. In what country are you presently serving?
cc 6-7
58 countries reported

N=3438

6. Have you ever:
4.2 cc 8 1. Changed your country of Peace Corps service
17.5 2. Been transferred from one location to another within a country
7.9 3. Changed your job or project but remained in the same location
4.6 4. More than one of above
65.8 5. None of above

7. Which of the following was most responsible for your initial interest in the Peace Corps? N=3532
cc 9
11.1 1. ACTION ads
9.1 2. Peace Corps recruiter
12.8 3. Former volunteer(s)
28.0 4. Articles, books or news reports about Peace Corps
2.6 5. A teacher or advisor
10.0 6. Other relative, friend, or acquaintance
26.3 7. Other

8. What was your PRIMARY motivation for joining Peace Corps? N=3207
cc 10
25.6 1. Desire to help others
50.1 2. Adventure/travel/interest in other cultures
6.6 3. Career advancement
2.2 4. Lack of employment in the U.S.
3.6 5. Desire to get away
5.0 6. Time to think about future plans
6.9 7. Other

9. How long after you applied to Peace Corps were you notified of acceptance? N=3466
cc 11

11.3	1. Less than 2 months	13.5
47.9	2. 2 to 5 months	19.5
26.1	3. 6 to 9 months	24.0
7.0	4. 10 to 12 months	32.4
4.9	5. More than 1 year	7.0
2.6	6. I can't remember	2.1
		1.4

10. Did your country of assignment correspond to your stated preference on your application? N=3453
cc 12
27.1 1. Yes, first choice
15.9 2. Yes, other choice
29.0 3. No
28.0 4. I had no preference

11. What is the highest level of education you achieved before entering the Peace Corps? N=3462
cc 13-14
.1 01. Less than high school degree
1.0 02. High school degree
3.0 03. Vocational training (electronics, RN, etc.)
4.9 04. Some college
34.1 05. College degree or more in the humanities or social sciences
5.6 06. College degree or more in economics or business
25.0 07. College degree or more in physical sciences, biological sciences, math, or nursing
4.7 08. College degree or more in agriculture
10.9 09. Four-year college degree or more in some other field
9.1 10. Graduate professional degree (law, medicine, business, social work, etc.)
1.6 11. Ph.D. or equivalent

12. In which of the following fields of work did you have the most experience before entering Peace Corps? N=3440
cc 15-16
12.4 01. Unskilled labor
8.9 02. Farming/agriculture
5.7 03. Clerical/secretarial
3.7 04. Sales
5.4 05. Trade (e.g. mechanic, carpenter)
5.4 06. Technician (e.g. computer programer, lab technician)
5.3 07. Management/business administration
33.5 08. Professional (teacher, doctor, nurse, lawyer, etc.)
1.2 09. Owned business/self-employed
13.0 10. Other
5.6 11. None

13. What was your first introduction to Peace Corps Training?
4.0 cc 17 1. Internship through a university N=3457
35.3 2. Preliminary meeting with Peace Corps staff prior to training (PRIST)
54.4 3. Two or three-day meeting immediately prior to training (staging)
6.3 4. Other (individual placement, late arrival, etc.)

14. How long has it been since you finished your full pre-service Peace Corps training? N=3453
cc 18
4.9 1. 0-2 months
8.8 2. 3-6 months
34.2 3. 7-12 months
19.7 4. 13-18 months
18.6 5. 19-24 months
5.0 6. 25-30 months
4.5 7. 31-36 months
4.4 8. More than 3 years

15. About how long was your pre-service training period? N=3443
cc 19
1. 6 weeks or less
2. 6-8 weeks
3. 9-10 weeks
4. 11-12 weeks
5 13-14 weeks
6. 15-16 weeks
7. More than 16 weeks

16. Did you live with a host-country family DURING TRAINING? N=3451

cc 20

27.2 1. Yes, throughout training
7.9 2. Yes, through most of training
26.2 3. Yes, through some of training
2.0 4. No, but I lived with a non-host-country family during training
36.7 5. No, I did not live with a family during training

Use the list below in answering questions 17, 18, and 19, by placing the appropriate job code number in the blank.

AGRICULTURE AND RURAL DEVELOPMENT

01. Crop Extension and Production Development
02. Animal Extension and Production Development
03. Veterinarian
04. Fisheries Research and Development
05. Forestry Research and Development
06. Horticulture Extension and Development
07. Agriculture Cooperatives/Farm Management
08. Marketing Cooperatives
09. Credit Cooperatives
10. Rural Community/Social Work
11. Home Economics/Women's Extension
12. Youth Agricultural Training and Youth Development
13. Agricultural Education
14. Agricultural Planning and Research
15. Irrigation/Water Systems/Wells
16. Equipment Maintenance/Repair/Instruction
17. Environmental Protection
18. Conservation/Wildlife Management/National Parks
19. Geology/Mining Exploration and Development

BUSINESS AND PUBLIC MANAGEMENT

20. Credit Cooperatives
21. Consumer Cooperatives
22. Marketing Cooperatives
23. Small Business
24. Industrial Development
25. Tourism Development
26. Handicrafts
27. Cottage Industry Development
28. Public Administration
29. Business Training
30. Public Management Training

EDUCATION

31. Pre-School Education
32. Elementary School Education
33. Math/Science Secondary Education
34. TEFL/TESL Education
35. TEFL/TESL Teacher Training
36. TEFL/TESL In-Service Teacher Training
37. English Secondary Education

OTHER SECONDARY EDUCATION

38. University Education
39. Special Education
40. Adult Education
41. Literacy Education
42. Voc Ed/Industrial Arts
43. Sports/Physical Education/Recreation Education
44. Home Economics
45. Business Education
46. Administration/Curriculum Development
47. Guidance/Counseling
48. ETV/Radio/Audio Visual Aids/Library Science
49. Other Teacher Training/In-Service Teacher Training

HEALTH

50. Para-Medical Health Services
51. Para-Medical Training and Education
52. Professional Health Services
53. Professional Health Training Education
54. School Health Education
55. Health Administration
56. Maternal and Child Health
57. Nutrition
58. Sanitation
59. Disease Control/Eradication

URBAN DEVELOPMENT AND PUBLIC WORKS

60. Architectural Services
61. Civil Engineering Services
62. Surveying Services
63. Drafting Services
64. Industrial/Mechanical/Electrical Engineering Services
65. General Construction/On-the-Job Training
66. Building Trades/On-the-Job Training
67. Highway/Transport Maintenance Repair and Construction Services
68. Electrification
69. City/Regional Planning Services
70. Legal Services
71. Urban Community Development/Social Work
72. Library Services
73. Recreation/Youth Development

74. Not applicable
75. None of above

____17. For what type of work was your Peace Corps training designed to prepare you? N=2940

cc 21-22

____18. What is your primary job—the activity on which you are spending the greatest amount of your time? If you have worked on two fields about equally, select the more current. N=3441

cc 23-24

____19. What is your secondary job—any other activity on which you have spent a substantial amount of time or effort? N=3068

cc 25-26

20. Considering the skills you had BEFORE ENTERING Peace Corps, how much technical training did you need for your current job (regardless of how much you got)? N=3399

cc 27

5.1 1. I was very over-qualified for my job.
10.8 2. I was somewhat over-qualified for my job and needed no additional technical training.
25.7 3. My skills matched my job well and I needed no additional training.
39.6 4. I needed some additional technical training.
14.1 5. I needed considerable additional technical training.
4.8 6. Technical skills are not needed for my job.

21. On your JOB do you speak English or the host-country language? N=3452

cc 28

19.7 1. Only English since this is an English speaking country.
26.5 2. Mostly English
11.4 3. About half and half
12.5 4. Mostly the host-country language
30.0 5. Only the host-country language

22. At the BEGINNING OF YOUR FIRST PEACE CORPS JOB, what was your level of competency in the foreign language you use most? (If you were tested, give the *Foreign Service Institute rating* you received at the end of training.) N=3440

cc 29-30

13 01. No need for a language other than English.
02. No knowledge of a needed foreign language (FSI = 0).
3.3 03. Knowledge of a few basic words (FSI = 0+).
7 04. Able to converse in a social situation in a very limited way, no proficiency in technical language for job (FSI = 1).
15.7 05. As in 4 above, but with a little ability to use technical language (FSI = 1+).
21.5 06. Able to meet most basic social and professional needs (FSI = 2).
17.8 07. Little or no trouble with language in social situations and reasonable ease in professional situations (FSI = 2+).
12 08. Able to express yourself with ease and fluency in most situations, but with many mistakes in grammar and vocabulary (FSI = 3).
4.2 09. Still greater fluency than above with fewer mistakes (FSI = 3+).
3.3 10. Near native speaking ability, but with noticeable accent (FSI = 4).
1.1 11. Near native speaking ability with only a slight accent (FSI = 4+).
.7 12. Educated native speaker (FSI = 5).
.4

23. Which of the options below would best describe your Peace Corps job? N=3451

cc 31

22.4 1. Highly structured with specified hours and duties.
17.2 2. Quite structured but I have some say about my hours and duties.
17.7 3. At times quite structured and at times quite unstructured.
25.8 4. Quite unstructured with some supervision but considerable need for personal initiative.
16.9 5. Highly unstructured, I choose my own goals, hours and duties.

24. Which of the following is true with regard to your working relationship with other PCV's? N=3303

cc 32

28.3 1. I work with other volunteers.
9.4 2. I work alone (or will) but another PCV helped (is helping to) introduce me to the job.
19.3 3. I work alone and, though another PCV preceded me, he/she did not introduce me to the job.
42.5 4. I work alone and no one preceded me in the job.
- 5. Other

25. How often do you have contact with Peace Corps staff regarding your job? N=3434 cc 33

3.2 1. More than once a week
8.6 2. A few times a month
21.2 3. About once a month
50.9 4. A few times a year
16.2 5. Once a year or less

26. Does either Peace Corps or your host-country agency give you in-service technical training? N=3437 cc 34

3.9 1. Frequently and in an organized way
3.0 2. Often but not on a regular basis
17.7 3. Occasionally
24.2 4. Very little
51.1 5. None

27. Where do you live? N=3443 cc 35-36

3.6 01. In the nation's capital
7.6 02. In some other large metropolitan area (over 100,000 people)
13.7 03. In some other important regional town of between 25,000 and 100,000 people
8.2 04. In some other large town of over 10,000 people
13.1 05. In a smaller town (under 10,000) of local importance
9.7 06. In a small town
14.6 07. In a village
7.9 08. In a completely rural area
1.5 09. Not applicable since I TRAVEL extensively

28. What is your CURRENT most common living arrangement? N=3422 cc 37-38

32.3 01. Live alone
20.4 02. Live with spouse
13.3 03. Live with other PCV and no one else
4.7 04. Live with group of PCV's and no one else
9.0 05. Live with host-country family (families)
6.9 06. Live with host-country individual(s)
2.5 07. Live with others (not PCV's and not HCN's)
6.8 08. Some combination of above which includes PCV's
4.2 09. Some combination of above which does not include PCV's

PART II

Now we would like to find out which Peace Corps experiences you feel positively about and which you feel negatively about.

29. Circle the number corresponding to the kind of feeling you have about each of the following experiences

1. = Very positive
2. = Somewhat positive
3. = Neutral or mixed feelings
4. = Somewhat negative
5. = Very negative
6. = Experience not applicable to me

	Positive			Negative		Not Applicable		
A. Experience with Peace Corps recruiter	1	2	3	4	5	6	cc 39	71.5
B. Processing of my application	1	2	3	4	5	6	cc 40	43.1
C. Accuracy of official pre-service information about the Peace Corps	1	2	3	4	5	6	cc 41	36.8
D. Site selection process	1	2	3	4	5	6	cc 42	43.9
E. Adequacy of communication with Washington headquarters during application processing	1	2	3	4	5	6	cc 43	51.1
F. Adequacy of my job description	1	2	3	4	5	6	cc 44	42.9
G. Pre-training orientation	1	2	3	4	5	6	cc 45	45.6
H. Language training	1	2	3	4	5	6	cc 46	59.8
I. Technical training	1	2	3	4	5	6	cc 47	37.3
J. Cross-cultural training	1	2	3	4	5	6	cc 48	39.3
K. Adequacy of Peace Corps staff support and supervision	1	2	3	4	5	6	cc 49	41.3
L. Effectiveness of Host Country Peace Corps staff (PTR's, supervisors)	1	2	3	4	5	6	cc 50	43.5
M. Availability of transportation for work	1	2	3	4	5	6	cc 51	46.1
N. Availability of equipment and supplies	1	2	3	4	5	6	cc 52	34.1
O. Medical support from Peace Corps	1	2	3	4	5	6	cc 53	71.8
P. Amount of structure of my job	1	2	3	4	5	6	cc 54	59.7
Q. My effectiveness in transferring skills to Host Country counterpart(s)	1	2	3	4	5	6	cc 55	38.6
R Living style of PCV's	1	2	3	4	5	6	cc 56	61.2
S. Living style of Peace Corps staff	1	2	3	4	5	6	cc 57	29.9
T. Adequacy of living allowance	1	2	3	4	5	6	cc 58	48.4
U. Adequacy of job supervision by Host Country agency	1	2	3	4	5	6	cc 59	29.0
V. Official recognition of my accomplishments as a volunteer	1	2	3	4	5	6	cc 60	30.8

30. Below is a list of possible changes which could be made in the Peace Corps. *Circle* the number corresponding to the degree to which you would approve or disapprove of each change.

1. = Strongly approve
2. = Mildly approve
3. = Neutral
4. = Mildly disapprove
5. = Strongly disapprove
6. = No opinion

	Approve			Dis-approve		No Opinion		
A. More volunteer input into program through an in-country Peace Corps Volunteer Council	1	2	3	4	5	6	cc 61	72.8
B. College or graduate school credit for Peace Corps service	1	2	3	4	5	6	cc 62	69.6
C. Allowing host-country nationals to become Peace Corps Volunteers	1	2	3	4	5	6	cc 63	27.0
D. Development of greater host-country awareness of Peace Corps role and accomplishments	1	2	3	4	5	6	cc 64	66.5
E. More cooperation between Peace Corps and other U.S. agencies (such as AID)	1	2	3	4	5	6	cc 65	65.2
F. More emphasis on assistance and development of small businesses	1	2	3	4	5	6	cc 66	55.0
G. Increase the readjustment allowance	1	2	3	4	5	6	cc 67	92.3
H. Have some experienced volunteers serve as "leaders" to coordinate and supervise other volunteers	1	2	3	4	5	6	cc 68	58.0
I. Change the term "volunteer"	1	2	3	4	5	6	cc 69	17.9
J. Change the term "A.B. Generalist"	1	2	3	4	5	6	cc 70	21.6
K. Change the term "non-matrix spouse"	1	2	3	4	5	6	cc 71	41.8
L Have swearing-in ceremony immediately upon arrival into country (before training)	1	2	3	4	5	6	cc 72	20.8
M. Lengthen the "five-year" rule for the maximum term of Peace Corps Volunteer service	1	2	3	4	5	6	cc 73	54.1
N. Establish a placement bureau for returned volunteers who are seeking employment or acceptance in a school	1	2	3	4	5	6	cc 74	94.1
O. Should a Peace Corps program such as yours have a phase-out date	1	2	3	4	5	6	cc 75	61.3
P. Invite trained Americans for short-term volunteer service (summer programs) to work with Peace Corps volunteers	1	2	3	4	5	6	cc 76	55.0

31. How easily could you be replaced in your job at your site by a host-country national? N=3414 (cc 77)

3.8 1. A qualified host-country national is probably unemployed because I have this job.
3.8 2. A qualified host-country national could be found to do my job without much trouble.
28.6 3. A qualified host-country national could be found with difficulty.
37.1 4. A qualified host-country national could *not* be found.
16.5 5. I do not know if a qualified host-country national could be found.
13.9

32. Are you or have you ever been assigned as a Peace Corps volunteer to a U.S. government agency (such as A.I.D., U.S.I.A., Embassy)? N=3457 (cc 78)

16.6 1. Yes
98.4 2. No

33. Are you aware of the existence of any evacuation plan for PCV's in the country in which you serve? N=3445 (cc 79)

25.9 1. Yes
74.1 2. No

34. If your application for Peace Corps service had been rejected, but you had been offered a chance to serve in an ACTION volunteer program in the U.S., what would you have done? N=3438 (cc 80)

14.9 1. I almost definitely would have served in the U.S.
19.6 2. I probably would have served in the U.S.
26.0 3. I do not know what I would have done.
19.7 4. I probably would not have served in the U.S.
19.7 5. I almost definitely would not have served in the U.S.

PART III

It won't take much longer to finish, so PLEASE keep going. Circle the number preceding your answer. Circle ONLY ONE response.

35. In regard to the *development of the country in which I am serving*, I believe that my job is N=3429 (cc 81)

26.5 1. Very useful and making the best possible use of my time
40.3 2. Very useful but not using my full potential
23.4 3. Only moderately useful
8.2 4. Pretty much a waste of time
1.6 5. Actually slowing development by promoting inefficiency and inequity

36. Which of the following best characterizes the reaction of host-country nationals to you, an American, in their country? N=3445 (cc 82)

31.0 1. Very positive, e.g. They have tried very hard to work with me and/or to make me feel at home
44.6 2. Somewhat positive, e.g. They are appreciative and friendly
18.9 3. Neutral, or mixed
4.3 4. Somewhat negative, e.g. They tolerate me
1.1 5. Very negative, e.g. They are often resentful and uncooperative

37. Which of the following best described your feelings about host-country nationals? N=3413 (cc 83)

12.3 1. Extremely positive
38.6 2. Very positive, e.g. I find HCN's hospitable and friendly
32.1 3. Somewhat positive, e.g. I generally feel fairly comfortable with HCN's
13.5 4. Neutral or mixed
2.8 5. Somewhat negative, e.g. I am generally uncomfortable with HCN's
0.7 6. Very negative

38. We are also interested in the way volunteers are feeling. Circle 1 for "yes" and 2 for "no" for EACH of the following. IN THE *LAST* FEW WEEKS DID YOU EVER FEEL:

Note: These 10 items were combined into a psychological index.

86.1 13.9 1. yes 2. no A. Particularly excited or interested in something? (cc 84)
41.7 58.3 1. yes 2. no B. So restless that you could not sit long in a chair? (cc 85)
58.2/41.8 1. yes 2. no C. Proud because someone complimented you on something you had done? (cc 86)
40.7 59.3 1. yes 2. no D. Very lonely or remote from other people? (cc 87)
81.6 18.4 1. yes 2. no E. Pleased about having accomplished something? (cc 88)
51.4 48.6 1. yes 2. no F. Bored? (cc 89)
42.4 57.6 1. yes 2. no G. On top of the world? (cc 90)
38.6 61.4 1. yes 2. no H. Depressed or very unhappy? (cc 91)
74.3 25.7 1. yes 2. no I. That things were going your way? (cc 92)
19.0 81.0 1. yes 2. no J. Upset because someone criticized you? (cc 93)

39. In general how would you describe your feelings about Peace Corps? N=3453 (cc 94)

38.3 1. Very positive, e.g. It is one of the most worthwhile things I have ever done.
48.4 2. Somewhat positive, e.g. I am glad I became a volunteer.
10.2 3. Mixed or neutral
2.6 4. Somewhat negative, e.g. In general Peace Corps has been a negative experience.
.5 5. Very negative, e.g. I regret having joined the Peace Corps.

40. What are your future plans with regard to Peace Corps? N=3449 (cc 95)

2.3 1. Definitely terminate early
3.9 2. Maybe terminate early
32.7 3. Complete my two years but no more
24.7 4. Maybe extend or apply to a new program
5.5 5. Definitely extend or apply to a new program
16.8 6. I have already extended or am in my second P.C. program
14.1 7. I don't know yet

THANK YOU VERY MUCH

The results of this questionnaire will be computed quickly and used to make recommendations about the future direction of Peace Corps.

Please be sure to return it promptly so that your opinions will be included in the analysis.

But before you return it, feel free to enclose any ADDITIONAL COMMENTS you would like concerning the strengths and weaknesses of Peace Corps, of the staff, how effective you feel you are as a volunteer, or anything else you may want to comment on. Thanks again.

APPENDIX II

COMPARISON OF KEY PROGRAM PERFORMANCE INDICATORS BY IO, REGION AND COUNTRY BASED ON NVSAC DATA*

Region Africa

Category	Indicators	Question No. & Response Category	1. Botswana (62)	2. Cameroon (59)	3. Dahomey (35)	4. Ethiopia (24)	5. Gabon (16)	6. Ghana (126)	7. Ivory Coast (19)	8. Kenya (108)	9. Lesotho (63)	10. Liberia (157)	11. Mali (37)	12. Niger (59)	13. Senegal (64)	14. Sierra Leone (48)	15. Swaziland (66)	16. Togo (44)	17. Upper Volta (27)	18. Zaire (67)	Comparative Base: IO Average	Comparative Base: Normal Limit (± Standard Deviation)
General Attitudes	Satisfaction	39:1,2	87.1	91.5	100.0	100.0	87.5	93.5	87.9	87.1	83.2	82.9	93.2	81.0	83.3	87.9	86.1	88.9	81.0	86.8	6.8
	Service Completion	40:3,4,5,6	96.7	100.0	96.8	100.0	85.7	100.0	96.0	98.2	94.9	87.0	94.3	91.1	95.3	93.5	97.7	100.0	96.8	92.6	8.0
	HC Attitude to PCV	36:1,2	74.2	89.8	82.9	45.8	68.8	85.6	76.9	75.8	74.7	89.2	74.1	81.0	70.8	80.3	83.7	88.9	70.8	75.5	12.3
	PCV Attitude toward HC	37:1,2,3	86.9	86.4	91.4	70.8	75.0	91.2	88.8	85.5	86.5	81.4	81.4	72.6	91.7	90.8	86.1	85.2	73.4	83.0	10.2
	Percent Urban	27:1,2,3,4	45.9	50.9	38.7	47.8	50.0	52.0	52.3	40.3	28.4	55.6	24.3	36.5	29.2	32.3	35.7	34.6	30.7	53.8	19.0
	Pre-Service Information	29e:1,2	30.6	51.7	46.7	45.8	6.3	36.9	26.7	50.8	40.8	45.9	37.9	31.1	36.5	43.1	38.6	26.9	40.9	37.0	16.5
Training	Language Proficiency	22:6-12	14.5	20.8	80.0	62.5	81.3	3.2	16.7	3.3	1.9	67.6	70.7	71.4	31.9	12.1	79.1	64.0	66.7	39.3	22.3
	Language Training	29h:1,2	54.1	50.0	74.3	83.3	68.8	32.2	72.4	22.4	26.4	74.3	57.6	66.1	32.6	57.1	77.3	63.0	73.1	59.9	16.6
	Technical Training	29i:1,2	16.2	66.7	89.0	57.9	53.3	12.5	36.3	39.1	29.1	55.6	47.3	50.8	51.2	43.2	69.8	50.0	43.0	37.1	15.0
	Cross-Cultural Training	29j:1,2	47.5	32.1	44.1	33.3	25.0	46.8	21.8	44.8	33.8	52.8	29.6	22.6	33.8	42.6	60.5	30.8	25.0	39.0	12.4
	In-Service Training	26:1,2,3	14.5	16.9	31.4	8.3	6.3	10.5	33.0	12.1	13.0	32.4	22.0	39.1	16.7	31.3	20.5	11.5	6.0	25.2	14.3
	Training Live-In	16:1,2,3	98.4	1.7	45.5	12.5	0.0	52.0	27.7	77.4	61.8	21.6	3.4	19.8	44.7	93.8	54.5	25.9	3.0	62.9	35.8
Program Developm't	Job Description	29f:1,2	46.6	60.0	55.9	65.2	31.3	57.7	47.5	56.9	42.1	55.6	48.3	52.6	60.4	39.3	61.4	68.1	50.4	43.0	10.8
	Site Selection	29d:1,2	29.6	39.7	52.9	73.9	18.8	22.1	36.7	56.9	32.2	55.9	41.2	54.5	50.0	41.8	43.2	32.0	60.0	43.4	11.7
	Augment or Replace PCV	24:1,2,3	70.2	52.6	52.1	86.4	75.0	68.4	68.6	56.7	61.8	47.1	79.3	58.3	56.5	61.9	74.4	76.9	63.3	57.4	15.9
	Site Change	6:5	68.9	71.2	88.6	33.3	75.0	66.7	63.9	68.1	51.0	83.8	58.6	39.4	76.6	70.8	72.7	68.1	63.6	65.9	12.6
	Job Structure	23:1,2,3	56.8	37.9	45.7	70.8	43.8	80.8	62.0	74.6	61.1	59.5	67.8	60.3	62.5	69.2	61.4	68.1	68.2	57.2	14.2
	Assessment Job Structure	29p:1,2	57.9	69.0	63.6	60.0	57.1	50.4	60.2	75.9	69.7	65.7	57.6	66.1	85.4	56.5	90.5	50.0	74.6	60.0	9.9
Program Implementation	Staff-PCV Contact	25:1,2,3	6.6	22.0	45.7	29.2	62.5	14.5	19.6	46.9	24.5	70.3	44.1	24.2	43.8	3.2	29.5	48.1	17.9	32.7	17.2
	PC Staff Support	29k:1,2	26.7	61.0	71.4	58.3	57.1	28.6	24.8	68.3	18.8	52.8	50.0	40.3	38.6	23.4	53.5	29.6	40.9	41.2	14.6
	HCN Job Supervision	29u:1,2	37.5	21.1	31.4	42.9	30.8	21.2	24.2	44.8	15.7	29.1	26.8	17.3	21.7	30.5	27.8	7.7	32.1	28.8	9.3
	Supplies and Equipment	29n:1,2	43.1	41.5	57.6	33.3	35.7	32.1	35.2	46.4	23.5	51.4	26.3	39.3	21.7	35.8	42.9	30.8	40.7	33.8	10.9
	Transportation Availability	29m:1,2	31.0	70.2	72.7	44.4	61.5	36.8	33.8	53.7	26.1	73.0	35.4	39.5	55.0	31.4	73.2	38.0	53.8	45.8	15.8
	Live with PCV's	28:2,3,4	31.9	80.0	36.3	25.0	6.3	45.6	31.5	20.6	12.7	40.5	16.9	40.3	25.0	32.3	32.6	19.2	26.7	27.6	8.1
	Living Allowance Adequacy	29t:1,2	80.6	53.4	48.6	62.5	75.0	31.7	57.9	55.0	40.8	51.4	28.8	42.6	43.8	39.4	44.2	40.7	62.1	48.5	13.1
	Medical Support	29o:1,2	36.5	83.1	45.7	95.7	50.0	51.6	85.0	74.6	57.1	67.6	49.2	72.6	63.8	58.4	44.2	53.8	89.4	71.6	16.5
Prog. Eval.	HCN Replacement Effect	31:3,4	82.3	57.1	66.7	65.0	72.7	75.5	67.5	75.0	74.1	44.1	51.0	64.0	86.0	87.0	64.1	73.9	80.3	61.8	17.8
	Job Usefulness	35:1,2	82.0	72.4	77.1	65.2	37.5	68.8	66.4	75.4	64.3	91.4	62.7	43.5	68.1	69.2	75.0	70.4	63.6	66.7	15.2
	Skill Transfer	29q:1,2	25.0	46.0	25.0	67.1	36.4	32.1	36.6	35.7	36.7	71.4	24.0	34.1	53.3	48.8	46.9	26.9	42.9	36.2	13.6

*Percent of positive responses

COMPARISON OF KEY PROGRAM PERFORMANCE
INDICATORS BY IO, REGION AND COUNTRY
BASED ON NVSAC DATA*

Region Latin America

	Category Indicators	Question No. & Response Category	Country and Number of Respondents															Comparative Base	
			1. Belize (50)	2. Brazil (84)	3. Chile (31)	4. Colombia (117)	5. Costa Rica (84)	6. Dominican Republic (31)	7. Eastern Carribbean (83)	8. Ecuador (137)	9. El Salvador (63)	10. Guatemala (80)	11. Honduras (72)	12. Jamaica (84)	13. Nicaragua (68)	14. Paraguay (49)	15. Venezuela (46)	IO Average	Normal Limit (± Standard Deviation)
General Attitudes	Satisfaction	39:1,2	91.8	88.1	77.4	84.3	90.5	87.1	67.0	83.0	90.3	81.0	95.8	93.9	85.1	87.2	78.3	86.8	6.8
	Service Completion	40:3,4,5,6	100.0	94.7	87.5	86.7	97.3	80.0	88.5	93.2	90.8	87.3	93.2	93.2	87.0	90.5	86.8	92.6	8.0
	HC Attitude to PCV	36:1,2	81.3	88.1	87.1	59.9	90.4	66.7	75.9	68.1	85.5	67.1	87.5	65.9	85.1	89.4	71.1	75.5	12.3
	PCV Attitude toward HC	37:1,2,3	93.8	94.0	87.1	76.1	91.6	50.0	84.3	82.4	85.2	73.4	87.5	84.1	89.6	87.2	84.6	83.0	10.2
	Percent Urban	27:1,2,3,4	50.0	77.1	90.3	79.5	46.9	40.0	58.0	63.1	74.2	62.5	72.1	87.0	43.8	44.7	63.6	53.8	19.0
	Pre-Service Information	29c:1,2	41.7	31.3	40.0	35.0	15.6	25.8	46.8	31.5	39.3	23.4	34.7	46.3	33.3	36.1	40.0	37.0	16.5
Training	Language Proficiency	22:6-12	18.0	36.9	51.6	75.2	42.9	44.5	7.7	57.4	36.5	65.0	59.7	1.2	62.1	59.2	63.0	39.3	22.3
	Language Training	29h:1,2	50.0	74.7	80.0	82.1	54.8	70.0	51.6	63.8	77.0	83.1	67.1	18.2	74.6	66.7	75.0	59.9	16.6
	Technical Training	29i:1,2	30.2	22.7	20.0	29.2	28.6	28.6	20.0	16.3	35.0	61.1	17.7	30.0	28.0	39.5	16.7	27.1	15.0
	Cross-Cultural Training	29j:1,2	50.0	48.8	13.3	35.3	42.7	50.0	44.2	27.6	35.5	32.9	24.3	44.6	37.5	36.2	31.8	39.0	12.4
	In-Service Training	26:1,2,3	23.6	20.2	3.2	28.2	25.0	12.9	11.1	18.5	16.1	45.6	30.6	4.9	29.9	34.7	6.5	25.2	14.3
	Training Live-In	16:1,2,3	54.0	46.4	51.6	99.1	48.8	87.1	94.0	88.8	98.4	93.7	90.3	89.0	87.9	70.8	93.5	62.9	35.8
Program Development	Job Description	29f:1,2	68.9	30.3	32.2	36.2	38.5	23.3	42.7	28.9	30.5	34.7	37.7	32.5	44.4	38.6	35.6	43.0	10.8
	Site Selection	29d:1,2	32.1	37.2	51.9	52.7	41.0	39.3	48.8	54.7	40.0	44.0	31.9	50.0	40.7	48.5	21.8	43.4	11.7
	Augment or Replace PCV	24:1,2,3	67.9	39.1	43.3	36.9	35.6	33.3	35.0	78.0	61.2	54.1	60.0	51.9	45.8	61.2	42.7	57.4	15.9
	Site Change	6:5	42.0	52.6	63.3	59.6	58.3	38.7	73.4	50.4	58.7	58.6	65.1	56.1	56.3	64.6	65.2	55.9	12.6
	Job Structure	23:1,2,3	64.0	54.8	61.6	47.9	51.2	36.7	59.3	39.6	47.6	30.0	52.8	44.0	36.4	49.0	34.8	57.2	14.2
	Assessment Job Structure	29p:1,2	62.5	51.3	64.5	61.5	57.5	50.0	61.8	68.5	54.0	56.6	62.5	50.6	53.6	50.0	53.5	60.0	9.9
Program Implementation	Staff-ICV Contact	25:1,2,3	62.5	36.9	48.4	77.6	44.0	51.6	25.6	63.2	55.6	31.5	52.8	32.9	60.6	54.2	32.6	52.7	17.2
	PC Staff Support	29k:1,2	52.0	55.4	60.0	27.8	43.2	45.2	46.9	27.3	45.8	32.3	42.3	59.6	32.8	31.3	42.7	41.2	14.6
	HCN Job Supervision	29u:1,2	37.2	35.6	40.7	41.1	37.4	32.1	36.6	25.5	25.5	25.5	35.4	26.0	21.4	30.4	23.8	28.8	9.3
	Supplies and Equipment	29n:1,2	28.0	32.4	21.4	46.2	25.9	36.7	15.8	41.5	37.7	32.7	29.4	21.2	28.1	19.6	6.5	30.8	10.9
	Transportation Availability	29m:1,2	45.0	34.4	32.1	46.2	51.3	33.3	40.6	44.2	53.8	47.5	35.7	16.9	27.4	27.9	27.0	35.8	15.8
	Live with PCV's	28:2,3,4	35.4	78.3	74.2	65.0	26.5	25.8	12.2	54.1	28.6	39.2	30.6	22.0	27.3	22.9	9.5	37.4	18.1
	Living Allowance Adequacy	29t:1,2	52.0	41.0	58.1	62.4	39.6	35.5	34.6	55.2	65.1	70.2	53.5	49.4	23.1	54.4	22.2	48.5	11.1
	Medical Support	29o:1,2	69.4	75.0	67.7	83.5	83.3	83.9	73.1	82.0	74.6	92.5	87.3	81.9	50.0	93.9	82.6	71.6	16.5
Prog. Eval.	HCN Replacement Effect	31:3,4	66.7	69.0	66.7	70.5	50.7	40.0	63.5	70.7	63.5	42.6	74.1	57.8	63.6	51.2	38.9	61.6	12.8
	Job Usefulness	35:1,2	73.5	78.6	71.4	68.7	74.4	83.3	75.9	77.8	71.0	75.4	80.0	70.4	80.3	72.1	52.2	66.7	15.2
	Skill Transfer	29q:1,2	36.3	54.5	48.3	46.6	46.4	22.2	48.3	41.0	43.4	54.9	56.1	56.3	29.8	42.5	38.9	38.2	13.6

*Percent of positive responses

COMPARISON OF KEY PROGRAM PERFORMANCE
INDICATORS BY IO, REGION AND COUNTRY
BASED ON NVSAC DATA*

Region NANEAP

	Category Indicators	Question No. & Response Category	Country and Number of Respondents															Comparative Base	
			1. Afganistan (84)	2. Fiji (86)	3. India (19)	4. Iran (59)	5. Korea (115)	6. Malaysia (121)	7. Micronesia (112)	8. Morocco (59)	9. Nepal (69)	10. Philippines (181)	11. Thailand (131)	12. Tonga (28)	13. Tunisia (27)	14. W. Samoa (92)	15. Yemen (18)	IO Average	Normal Limit (± Standard Deviation)
General Attitudes	Satisfaction	39:1,2	70.2	89.5	78.9	79.7	88.7	84.3	88.4	81.0	90.9	93.4	83.2	92.9	81.5	88.9	100.0	86.8	6.8
	Service Completion	40:3,4,5,6	75.3	94.8	54.5	84.3	92.0	92.9	92.6	91.7	90.1	96.3	95.0	96.0	80.0	93.9	87.5	92.6	8.0
	HC Attitude to PCV	36:1,2	57.8	89.3	57.9	49.2	73.0	70.2	76.8	56.9	79.4	87.2	77.7	71.4	51.9	54.3	55.6	75.5	12.3
	PCV Attitude toward HC	37:1,2,3	72.0	91.7	73.7	54.2	76.3	81.7	87.5	48.3	86.8	86.0	87.7	92.9	63.0	78.3	82.4	83.0	10.2
	Percent Urban	27:1,2,3,4	83.3	44.0	17.6	68.4	29.6	76.7	2.2	66.1	15.2	62.0		50.0	74.1	46.7	23.3	53.8	19.0
	Pre-Service Information	29c:1,2	32.9	44.0	52.6	20.7	36.6	35.6	46.8	20.3	38.2	28.4	42.3	48.1	23.1	34.4	44.4	37.0	16.5
Training	Language Proficiency	22:6-12	35.4	82.9	26.3	18.6	18.3	77.5	33.0	48.3	39.1	37.6	16.3	7.1	66.7	15.2	27.8	39.3	22.3
	Language Training	29h:1,2	47.6	81.6	57.9	67.8	69.9	50.8	50.5	55.9	81.2	59.8	74.8	64.3	55.6	60.0	66.7	59.9	16.6
	Technical Training	29i:1,2	34.7	82.7	36.8	35.0	55.8	30.8	20.2	42.0	50.0	40.5	67.7	30.0	44.0	35.4	35.3	37.1	15.0
	Cross-Cultural Training	29j:1,2	33.7	59.3	36.8	56.1	39.3	40.8	44.1	21.1	46.2	39.3	40.0	25.9	0	66.3	44.4	39.0	12.4
	In-Service Training	26:1,2,3	28.0	25.6	10.5	8.5	72.2	12.5	10.7	25.4	29.0	41.2	43.8	0	33.3	34.4	5.6	25.2	14.3
	Training Live-In	16:1,2,3	7.1	89.5	31.6	27.1	82.2	16.9	35.5	6.8	91.3	57.9	48.1	96.4	11.5	100.0	5.6	62.9	35.8
Program Development	Job Description	29f:1,2	53.3	86.6	57.9	27.6	42.0	45.0	41.4	48.2	50.7	29.9	58.1	48.0	40.7	44.0	38.9	43.0	10.8
	Site Selection	29d:1,2	34.2	52.4	84.7	45.5	44.1	52.9	38.5	24.1	32.6	36.8	60.6	8.5	30.8	48.2	29.4	43.4	11.7
	Augment or Replace PCV	24:1,2,3	82.5	52.5	26.8	43.1	47.3	62.3	63.3	52.8	43.5	31.0	73.6	30.0	69.2	78.7	61.8	57.4	15.9
	Site Change	6:5	82.7	72.5	89.5	66.1	83.2	79.2	71.4	56.9	79.7	56.5	75.4	76.9	63.0	85.9	77.8	65.9	12.6
	Job Structure	23:1,2,3	25.3	70.6	26.3	53.4	68.1	60.3	58.6	59.5	46.4	36.1	75.6	67.9	85.2	79.3	55.6	57.2	14.2
	Assessment Job Structure	29p:1,2	49.4	74.4	44.4	51.8	45.9	59.3	57.4	56.4	58.8	56.9	63.7	76.9	64.0	48.3	52.9	60.0	9.9
Program Implementation	Staff-PCV Contact	29:1,2,3	33.3	20.0	68.4	39.7	15.9	14.0	30.9	18.6	46.4	21.0	23.3	29.6	37.0	37.0	66.7	32.7	17.2
	PC Staff Support	29k:1,2	13.5	62.4	73.7	43.5	60.5	56.1	42.0	28.8	38.2	35.8	56.2	35.7	29.6	65.2	27.8	41.2	14.6
	HCN Job Supervision	29o:1,2	16.5	29.1	15.8	13.7	30.2	40.0	21.5	34.5	17.6	33.5	32.5	19.2	8.2	0.0	21.1	23.5	9.3
	Supplies and Equipment	29n:1,2	36.8	28.4	27.6	16.7	28.6	44.5	19.4	14.0	16.4	33.3	52.1	28.0	60.0	39.1	22.2	33.8	10.9
	Transportation Availability	29m:1,2	54.4	50.0	63.2	22.0	30.0	42.1	31.5	27.5	24.1	63.6	51.5	55.6	53.3	49.2	17.6	45.8	15.8
	Live with PCV's	28:2,3,4	16.7	18.6	33.3	61.0	71.1	40.0	19.8	57.6	29.9	54.1	54.3	10.7	48.1	9.8	27.8	37.6	18.1
	Living Allowance Adequacy	29t:1,2	37.8	49.4	73.7	50.8	61.9	34.2	56.8	30.5	61.2	54.5	48.1	25.9	70.4	43.5	38.9	48.5	13.1
	Medical Support	29o:1,2	52.4	89.5	100.0	53.4	64.9	80.8	62.2	44.8	63.8	87.0	91.5	39.3	48.1	51.6	50.0	71.6	16.5
Prog. Eval.	HCN Replacement Effect	31:3,4	41.5	78.8	70.2	70.2	47.8	43.5	62.1	62.7	73.8	61.4	48.6	86.4	28.0	84.4	100.0	61.8	17.8
	Job Usefulness	35:1,2	62.7	76.8	46.6	46.6	41.2	68.6	62.5	51.7	72.1	58.7	59.7	67.9	22.2	53.3	38.9	66.7	15.2
	Skill Transfer	29q:1,2	18.5	30.6	15.4	15.4	26.2	31.5	30.0	15.0	25.8	42.2	41.7	45.2	44.4	16.2	22.2	28.2	13.6

*Percent of positive responses